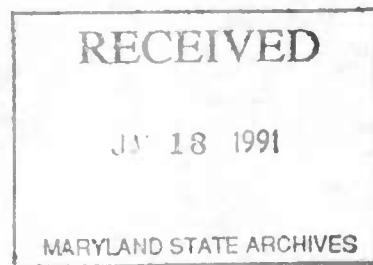


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The Report of
the
Governor's Task Force
To Study
Maryland State Police Salaries



Members of the Governor's Task Force to Study Maryland State Police Salaries

The Honorable Charles L. Benton, Chairman
Secretary, Department of Budget and Fiscal Planning

The Honorable Bishop L. Robinson
Secretary, Department of Public Safety and Correctional Services

The Honorable Hilda E. Ford
Secretary, Department of Personnel

The Honorable William H. Amoss
Maryland State Senate

The Honorable Robert J. DiPietro
Maryland House of Delegates

The Honorable Ronald L. Bowers
Board of Washington County Commissioners

Colonel Elmer H. Tippett
Superintendent, Maryland State Police

Sergeant Raymond Grissett
President, Coalition of Black Md. State Troopers

Detective Sergeant David M. Rooney
President, Fraternal Order of Police Lodge No. 69

Sergeant Patrick V. Drum
President, Maryland Troopers Association

T. Eloise Foster
Governor's Legislative Office

"Serving the People"



MARYLAND DEPARTMENT OF BUDGET AND FISCAL PLANNING

Office of the Secretary

Louis L. Goldstein Treasury Building, Annapolis, Maryland 21404

WILLIAM DONALD SCHAEFER
GOVERNOR

CHARLES L. BENTON
SECRETARY

DENNIS H. PARKINSON
DEPUTY SECRETARY

Telephone: (301) 974-2114
Fax No. (301) 974-2585
TTY No. (301) 974-2609
D.C. Metro: (301) 565-0450

January 7, 1991

The Honorable William Donald Schaefer
Governor
State of Maryland
State House
Annapolis, Maryland 21401

Dear Governor Schaefer:

As Chairman of the Governor's Task Force to Study Maryland State Police Salaries, and on behalf of the members of that Task Force, I respectfully transmit the final report to you.

This Task Force was appointed by you to address concerns that the salaries of the Maryland State Police were not competitive with those paid by many local jurisdictions in the State and surrounding regions. The Task Force conducted four meetings and thoroughly evaluated each issue under its charge.

It was found by the Task Force that no statutory change to the State Aid for Police Protection Formula was warranted and that the attrition rate for the State Police indicated no retention problem. In addition, the fringe benefit package provided to the Maryland State Police compares favorably with benefits provided to officers in surrounding jurisdictions. However, it was determined that salaries for the State Police are not among the highest salaries in the region. The Task Force is, therefore, recommending a reorganization of the lower ranks which would provide accelerated promotional opportunity and two additional longevity steps. It was determined by the Task Force that by taking these measures, the salary structure of the Maryland State Police would then be among the three highest salary scales in the State and surrounding jurisdictions. It is recommended that this proposal be implemented over a three year period, subject to availability of funds and the State budget review procedure.

I would like to take this opportunity to thank the members of the Task Force for their commitment and dedication to the responsibility conferred upon them. The members, who each possessed a great deal of expertise, collectively constituted a knowledgeable and well qualified body who gave generously of their time to study this issue.

My colleagues and I are grateful for the confidence you have expressed in each member to undertake a task of such interest and concern to you and your administration. We will be available to you in the consideration of this report and its implementation.

Sincerely,



Charles L. Benton
Secretary

CLB:mlw

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INTRODUCTION

The Governor's Task Force to Study Maryland State Police Salaries was convened to recommend plans for enhancing the salaries of the Maryland State Police to assist in recruitment and retention efforts. The Task Force was created by the Governor to address concerns that, because of the perceived relatively low salary scale and inequitable benefits, the State Police were at a disadvantage in recruiting eligible trainees and in retaining qualified officers. It was asserted that large numbers of State Policemen were leaving the State Police for employment in other jurisdictions providing higher salaries and more lucrative benefits.

In his letter of August 3, 1990, the Governor noted that in recent years the State has implemented a number of initiatives to improve the salaries of the State Police. These initiatives include special pay raises, reorganizing ranks, upgrading entry level salaries and raising salaries for those at the low end of the pay scales. It remained a concern, however, that State Police salaries are neither competitive with some of the local jurisdictions in the State or with other states in the region. The Governor, therefore, charged the Task Force with evaluating and making recommendations on the following issues:

1. Whether the State Aid for Police Protection Fund may be altered in any manner to permit a portion of those monies to be used for salary enhancements for the Maryland State Police Force.

2. Whether counties which recruit and hire police personnel trained by the State should be required to reimburse the State for a portion of those costs or, alternatively, should their share of funding from the State Aid for Police Protection Fund be reduced by some percentage, if an officer transfers before completing 5 years of service with the State?

3. How the salaries of the Maryland State Police Force compare with those paid by regional county and State police forces.
4. Whether a subsistence allowance is warranted. Whether overtime pay is adequate.
5. Whether the reorganization of ranks needs to be further refined.
6. How the benefits package available to State troopers compares with those offered by the local jurisdictions.

The Task Force approached its study by evaluating the differences in salaries and benefits and rank structure between the Maryland State Police and law enforcement agencies of other jurisdictions listed below.

Anne Arundel Co. P.D.	Baltimore City P.D.
Baltimore Co. P.D.	Howard Co. P.D.
Montgomery Co. P.D.	Prince George's Co. P.D.
Washington D.C. P.D.	Delaware State Police
New Jersey State Police	New York State Police
Ohio Highway Patrol	Pennsylvania State Police
Virginia State Police	Arlington Co., VA P.D.
Fairfax Co., VA P.D.	West Virginia State Police

The Task Force held four meetings and heard testimony from the State Police, the Maryland Troopers Association, the Coalition of Black Maryland State Troopers and State Troopers Lodge 69 FOP, Inc., and from the Department of Budget and Fiscal Planning, which briefed the Task Force on the current and projected state of the State's fiscal resources.

The following report outlines the information presented to the Task Force regarding the specific issues under its charge and the findings and recommendations of the Task Force.

BACKGROUND

During the 1990 Legislative Session, legislation was introduced (Senate Bill 829/House Bill 1292) on behalf of the Maryland Troopers Association, the Coalition of Maryland Black Troopers, and Lodge No. 69 of the Fraternal Order of Police that would have required the entry level salaries of the Maryland State Police to equal the average salary of the three local subdivisions with the highest entry level salaries for local police. The cost of this salary enhancement was to be funded out of the State Aid for Police Protection Fund, holding harmless the existing payment level for local governments. The bill would have required that an additional \$431,000 be provided in the fund for FY 1992 with increases due to rising salary costs in subsequent years. Prior to the public hearing, the legislation was withdrawn given a commitment on behalf of the administration to evaluate the concerns of the sponsoring associations.

CHARGES TO THE TASK FORCE

1. Whether the State Aid for Police Protection Fund may be altered in any manner to permit a portion of those monies to be used for salary enhancements for the Maryland State Police Force.

The State Aid for Police Protection Fund was established in 1968 to provide grants to local governments to insure the provision of adequate police services. It is a multiple part formula grant driven by population.

Local governments can use the grants for salaries and wages, other operating expenditures, capital outlays from current operating funds, and properly identifiable debt service, paid for police protection.

In order for a municipality to qualify for the grant it must spend at least \$5,000 annually for police protection and employ at least one qualified full-time officer. Each eligible municipality receives a share of its county's designated funds based on its share of total expenditures for police protection in the county -- except that the Supplemental Grant is shared based on a locally negotiated formula. Table I sets forth the amount of the State Police Protection Grant by subdivision.

TABLE I
STATE AID FOR POLICE PROTECTION FUND
FY 1990 REVENUE

<u>Subdivision</u>	<u>Amount of Revenue</u>
Allegany County	725,661
Anne Arundel County	4,606,800
Baltimore City	\$38,119,151
Baltimore County	7,491,000
Calvert County	397,800
Caroline County	211,650
Carroll County	998,000
Cecil County	595,850
Charles County	806,650
Dorchester County	262,650
Frederick County	1,172,150
Garrett County	207,750
Harford County	1,399,100
Howard County	1,697,850
Kent County	144,500
Montgomery County	10,832,500
Prince George's County	10,651,443
Queen Anne's County	235,500
St. Mary's County	603,500
Somerset County	148,500
Talbot County	235,450
Washington County	991,950
Wicomico County	612,000
Worcester County	<u>322,150</u>
	\$83,470,305

The Task Force heard testimony from representatives of the State Police Employee organizations concerning a broad overview of issues which may adversely affect the ability of the state to retain qualified police personnel. These organizations stated that the Task Force should develop creative ways to provide long range enhancement of State Police Salaries to allow salaries to remain competitive with those of local jurisdictions. The Maryland Troopers Association stated that their objective in achieving pay parity was to introduce legislation calling for the Maryland State Police to be compensated at a rate no less than an average of the top three law enforcement agencies in the State of Maryland. This would ideally be accomplished through funding via the State Aid for Police Protection Fund.

They also suggested that the formula for determining the State Aid for Police Protection Fund be revised to prevent local governments from using state funds to enhance salaries at the local level over those paid to State Police Officers and that the formula provide disincentives to local governments to pay higher salaries. A legislative proposal was presented to the Task Force by the Chairman which would have amended the Fund formula to prohibit a local jurisdiction from paying a higher salary than the salary paid to a State Police Officer of equivalent rank as a condition for receiving the grant. The bill would not have required the local jurisdictions to lower existing salaries to comply with the law. The rationale for this proposal was that any local jurisdiction able to afford to pay salaries higher than those paid to the State Police was not in need of further state financial assistance. After discussion, it was decided that such legislation was not feasible and would be strongly opposed by local government and police unions. The proposal was, therefore, not endorsed by the Task Force. However, the Task Force did strongly express the position that the State Aid for Police Protection Fund was to be used to provide enhanced police patrol in local jurisdictions and strongly disapproved of the practice of local subdivisions using

State Aid to increase the salaries of local law enforcement officers above those salaries paid to State Police officers of equivalent rank.

The Maryland Troopers Association offered two proposals to enhance police salaries. Proposal Number 1 would increase the salaries of the State Police by 21.9% over the next three years (7.3% annually), which would make the Maryland State Police the third highest paid police agency in the State. The Maryland State Police salary package for 1991 is more than \$64 million, and 7.3% of that package amounts to almost \$4.7 million. The method proposed for increasing salaries was to increase the funds distributed through the State Fund to cover the 7.3% annual increase for State Police.

Proposal Number 2 would institute a one-time, across-the-board 10% increase of State Police salaries by reducing the State Fund grants to the counties on a per capita basis. Essentially the amount of money required by the 10%, (\$6.5 million for 1990), would be calculated and that amount would be subtracted from the grant that the counties would receive under the current funding mechanism based on each county's share of the State population. However, under current law most counties would receive a grant less than that guaranteed them¹. In essence it would require an additional appropriation equal to the difference between the new State Fund grant and the amount guaranteed under law.

¹Current law stipulates that no county shall receive a grant less than that received in 1984--this is called the "Hold-Harmless." Under this proposal seventeen counties would receive grants that are less than their 1984 grant. County losses under this change to the formula would have ranged (in 1990) from \$1.1 million for Baltimore City to almost \$25,000 for Kent County. The total amount of funding to the local governments in 1990 was almost \$83.5 million. This scenario assumes that the Hold-Harmless will be deleted from the law.

The members of the Task Force determined that (1) given the fiscal condition of the State, it would be unlikely that general funds would be available to provide additional moneys for the Fund to enhance state police salaries, (2) this proposal would only provide a short-term temporary solution to the parity problem, and (3) to remove the hold harmless provision to allow a reduction in local government assistance would be unacceptable and unlikely to receive the support of the General Assembly. It was therefore decided that no changes be proposed to the State Aid for Police Protection Fund.

2. Whether counties which recruit and hire police personnel trained by the State should be required to reimburse the State for a portion of those costs or, alternatively, should their share of funding from the State Aid for Police Protection Fund be reduced by some percentage, if an officer transfers before completing 5 years of service with the State.

The Task Force asked the State Police to provide information on attrition rates to determine where officers are going when they leave the State Police based on exit interviews conducted with officers leaving State service. The State Police explained that 611 officers left the force over the six year period from 1985 to 1990, and the authorized strength for the State Police is 1,774 for 1990. This means that over a six year period about 6% of the officers left the force each year. Of those numbers, 258 (42%) of those who left retired, another 254 (42%) left for personal or other reasons, and 99 (16%) left for higher paying jobs. Of those officers who left for higher paying jobs, 14 (2%) transferred to other law enforcement agencies in the state, an average of just over two per year. The remainder of those who left for higher pay went to the Federal Government, other law enforcement agencies outside of the State, or to jobs not related to law enforcement.

The Task Force was told that the average cost of training is about 50,000 per officer. The Task Force concluded that the local reimbursements for training costs incurred by the State for officers who subsequently transferred to local law enforcement agencies are unwarranted. Given that only 14 officers left the State Police over a six year period to work for local law enforcement agencies, the Task Force believes that the attrition rate to local governments in Maryland is not excessive. It was also expressed that the State may have an obligation to train local as well as Maryland State Police, this being an objective of the new academy which the State is constructing.

3. How the salaries of the Maryland State Police Force compare with those paid by regional county and state police forces.

The Maryland State Police presented a report entitled "1990 Comparative Salary and Benefits Survey" containing an overview of regional police salaries (see Appendix). The analysis compared entry levels for all jurisdictions' ranks comparable to State Police ranks. The analysis showed that the State Police are not among the highest paid law enforcement officers in the region for most ranks. Also shown were pay adjustments available to allied agency personnel of other jurisdictions which are not available to the Maryland State Police such as K-9, Tactical Unit and Field Training Officers.

However, it was pointed out that given the State's present fiscal condition and cost containment measures that are being undertaken, it is extremely doubtful that there will be general funds for across the board salary enhancements and this is not recommended as a matter of policy.

4. Whether a subsistence allowance is warranted. Whether overtime pay is adequate.

The State Police provided information on these subjects. The data showed that only two jurisdictions, Prince George's County and Montgomery County, provide officers with a larger subsistence allowance (\$825 and \$670 per annum, respectively) than that afforded the State Police (\$500 per annum). The data also showed that overtime pay benefits are comparable to other jurisdictions.

The Task Force concluded that although some cost of living adjustment may be warranted for subsistence pay, there was not compelling evidence to warrant changes in subsistence pay or overtime pay. The State Police reported that a 5.5 percent cost of living increase would cost \$48,785 in the first year of implementation.

5. Whether the reorganization of ranks needs to be further refined.

The Maryland State Police provided the Task Force with an analysis of the Police rank structure. Using a time-in-grade analysis, the Maryland State Police demonstrated that it now takes three years to advance from trooper to trooper first class (TFC). It is then another year before an officer becomes eligible for corporal ranking. However the time-in-grade analysis showed that the average time that it takes to be promoted from TFC to corporal is now seven and one-half years. Under the current structure advancement to the rank of corporal is contingent upon there being a vacant corporal position. The members of the Task Force felt that these ranges in promotional opportunity provided limited opportunity for advancement and upward mobility. The State Police were asked to present the Task Force with a proposal to restructure the rank structure to provide accelerated advancement opportunity

for troopers and troopers first class. The State Police presented a proposal that would allow all troopers to become troopers first class after two years of service and that would allow troopers first class to become corporals after two years in grade. The proposal would effectively nullify the current provision that there be open corporal positions by making promotion contingent upon a written examination and the recommendation of superiors.

	<u>Current Rank Structure</u>	<u>Proposed Rank Structure</u>
Trooper	Automatic upgrade to Trooper 1/C (3 years in grade required)	Automatic upgrade to Trooper 1/C (2 years in grade required)
Trooper 1/C	Eligible to test for next rank (1 year in grade required)	Eligible for upgrade to next rank contingent upon results of pass/fail test
Corporal Sergeant	Eligible to test for next rank (1 year in grade required)	No Change
First Sergeant Lieutenant	Eligible to take Assessment Center for for next rank (1 year in grade required)	No Change
Captain	Eligible for appointment to next rank	No Change
Major Lt. Colonel Deputy Superintendent	Appointed	No Change
Colonel	Appointed	No Change

The State Police proposal also included a revised longevity pay structure, which would add two new longevity steps to the existing four steps. Currently longevity pay increases are given at the ninth, thirteenth, seventeenth and twenty-first years of service. Under the State Police proposal, longevity pay increases

would be given at the eighth, tenth, twelfth, fifteenth, eighteenth and twenty-first years. The cost of the proposal, which would have been \$4,932,864 for fiscal year 1992, caused the Task Force to propose a three year phase-in of the State Police proposal, which would cost \$1,312,453 in 1992 and \$6,599,411 over a three year period. Since the change in the longevity pay structure would also affect the Maryland Department of Natural Resources Police the Task Force was informed that the cost of implementing the proposal would have to include an additional \$187,503 (for the third year of the phase-in) for the Natural Resources Officers, making the total budget outlay for fiscal year 1994 \$3,020,955 and the three year outlay \$6,786,896.

6. How the fringe benefits package available to State troopers compares with those offered by the local jurisdictions.

In the 1990 Comparative Salary and Benefits Survey Analysis conducted by the Maryland State Police (see Appendix), State Police benefits were compared with local and surrounding jurisdictions for retirement, use of unused sick leave, life insurance, and overtime policies. While the extent of benefits varied greatly from jurisdiction to jurisdiction, it was generally concluded that the package of benefits provided to the State Police were equivalent with if not more lucrative than those provided to other local and surrounding jurisdictions. Therefore, the package is not in need of revision.

7. Any other matters relative to the State Police salary question.

It was proposed that the Governor's Task Force to Study State Police Salaries be continued as a permanent standing body to provide annual salary review for the State Police and to make annual recommendations on enhancement of State Police Salaries and Benefits. It, however, was decided that the Task Force recommend

to the Governor, that it be reappointed by the Governor in 1991 to address any issues or subsequent information that has not been addressed by the existing Task Force.

FINDINGS AND RECOMMENDATIONS

1. The Task Force recommends no statutory change to the formula for distributing state aid from the State Aid for Police Protection Fund. However, the members are very disturbed and admonish those local subdivisions who use this state assistance to unreasonably increase salaries of their law enforcement officers above those of the State Police.
2. The Task Force found that the attrition rate for the State Police indicated no retention problem, and specifically, the allegation that the State is losing junior officers to surrounding jurisdictions was not valid.
3. It was found that State Police salaries were not among the highest salaries in the region. However, given the current fiscal condition of the state and the fact that across the board salary increases will not solve the long-term equity problem, across the board salary enhancements are not indicated at this time.
4. The Task force found that subsistence pay for the Maryland State Police is among the highest in the region. It further found that overtime benefits are comparable to other jurisdictions in the region. The Task Force concluded that although some cost of living adjustment may be warranted for subsistence pay, there was not compelling evidence to warrant changes in subsistence pay or overtime pay.
5. The Task Force approved the reorganization of rank proposal presented by the Maryland State Police which would provide accelerated promotional opportunity for troopers and troopers first

class. This proposal would cost the State \$3,577,741 in the first year if fully implemented during the first year. The proposal also provides for two additional longevity steps which would cost an additional \$1,355,123 plus \$187,503 for Natural Resources Police per year. The proposal phased in over a three year period would cost \$1,312,435 in FY 1992, \$2,453,506 in FY 1993, and \$3,020,955 in FY 1994, for a total general fund expenditure over the next three years of \$6,786,896. The Task Force recommends that this proposal be implemented over a three year period subject to availability of funds and State budget review procedures.

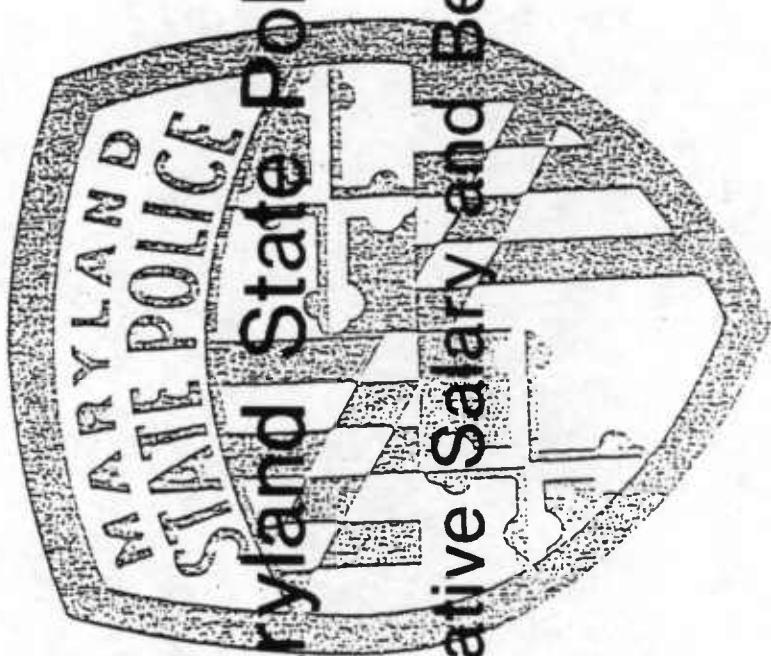
6. The Task force found that the fringe benefit package provided to the Maryland State Police compares favorably with benefits provided to officers in surrounding and local jurisdictions.

7. The Task Force found that the Task Force should be reappointed by the Governor to consider any new issue or information not considered by this Task Force.

Appendix

Maryland State Police

**1990 Comparative Salary
and
Benefits Survey**



Maryland State Police

1990 Comparative Salary and Benefits Survey

Planning and Research Division

Annual Salary Survey

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- Section I.....Summary of Salary Survey***
- Section II.....Salary Comparison by Rank and Step***
- Section III....Pay Policies***
- Section IV....Retirement Benefits***
- Section V....Health Insurance Benefits***
- Section VI....Life Insurance Benefits***
- Section VII...Salary Comparison Graphics***

Section I.....Summary of Salary Survey

SECTION I
1990 SUMMARY OF SALARY SURVEY*

Agency	Longev- ity	Shift Diff.	Special Duty Diff.	Over- time Pay	Comp. Time in Lieu of Over- time	Auto- matic Subsi- dence	Clothing Allowance		Uniform Maint./ Clean.	Off-Duty Vehicle Use	Social Security Partic.
							Cash and/or Uniform	Plain- clothes			
Maryland State Police	Yes	Yes	Yes	Yes	Yes 1/	Yes 8/	Yes	Yes (350)	Yes	Yes	No 6/
Anne Arundel Co. P.D.	Yes	No	Yes	Yes	Yes	No	Yes	Yes (435)	Yes	Yes 2/	No 6/
Baltimore City P.D.	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes (500)	No	Limited3/	No 6/
Baltimore County P.D.	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes (500)	No	Yes	No 6/
Howard County P.D.	Yes	Yes	Yes	Yes	Yes 12/	No	Yes	Yes (480)	Yes	Yes 4/	Yes
Montgomery Co. P.D.	No	Yes	Yes	Yes	Yes	No	Yes	Yes (670)	Yes	Yes 11/	Yes
Pr. George's Co. P.D.	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes (825)	No	Yes 2/	No
Wash., D.C. Metro P.D.	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes (450)	No	Limited5/	No
Delaware State Police	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes (650)	Yes	Yes 9/	No 6/
New Jersey State Police	No	Yes	Yes	Yes	Yes	Yes 7/	Yes	Yes (900)	Yes	Yes 10/	No

* Detailed explanation of benefits in Section III of this survey.
1/ All hours are overtime up thru rank of First Sergeant.

— Lieutenant and above earn Camp. Time only.

2/ Within county.

3/ Captain and above.

4/ Available to all personnel within county.
5/ Lieutenant and above, commuting only.

6/ Medicare coverage for employees hired after 4/86.
7/ \$5,942 per year.

8/ \$500 per year.

9/ "On Call" only.

10/ Commuting only.

11/ Capt. thru Chief must pay \$.22½/mile for commuting purposes only.
12/ Sgt. & Lt. only

SECTION I
1990 SUMMARY OF SALARY SURVEY*

Agency	Longev- ity	Shift Diff.	Special Duty Diff.	Over- time Pay	Comp. Time in Lieu of Over- time	Auto- matic Subsi- tence	Clothing Allowance		Uniform Maint./ Clean.	Off-Duty Vehicle Use	Social Security Partic.
							Cash and/or Plain- clothes	Uniform and/or UniForm			
New York State	Yes	Yes	No	Yes	No	No	Yes	No **	Yes	No	Yes
Ohio St. Hwy. Patrol	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes(300)	Yes	Limited2/	No
Penn. State Police	Yes	Yes	No	Yes	No	No	Yes	No	Yes	Limited1/	No
Virginia State Police	No	No	Yes	Yes	Yes	No	Yes	Yes 6/	No	Yes	Yes
Arlington Co. P.D.	No	Yes	Yes	Yes	Yes	No	Yes	Yes(819)	No	Yes	Yes
Fairfax Co. P.D.	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes(707)	Yes	Limited5/	Yes 4/
West Virginia St. Pol.	Yes	No	Yes	No	Yes	No	Yes 3/	Yes	Yes(500)	No	No

* Detailed explanation of benefits in Section III of this survey.

** \$600 initially, then \$200 annually.

1/ Station and Section Commanders only.

2/ Commuting only.

3/ \$130 per month.

4/ Medicare For Those Hired After 4/1/86.

5/ Captain and Above.

6/ One step pay increase

SECTION I
1990 SUMMARY OF SALARY SURVEY (cont'd.)

Agency	Hosp.	Health Insurance	Employee Available to Spouse/Chilidn.		Annual Leave Days per Year/Max.Carry Over	Holi-days	Personal Leave*	Sick Leave	Accident Leave** Maximum	Holiday Premium Pay
	Medical	Dental	Yes /No	Yes /No	N/A	10-25/45	14-15	3	15	2 Years
Maryland State Police	Yes	Yes	No	Yes	N/A	10-25/45	14-15	3	15	Yes
Anne Arundel Co. P.D.	Yes	Yes	Yes	Yes	0%	No	25-40/5	0 1/	0	Unlimited
Baltimore City P.D.	Yes	Yes	Yes	Yes	\$110.24	Yes	No	12-24/48-96	14	2 Unlimited
Baltimore Co. P.D.	Yes	Yes	Yes	Yes	3¢/1,000	No	No	26-41/24-50	11	0 1/ 15
Howard Co. P.D.	Yes	Yes	Yes	Yes	0% 2/	No	No	12-18/40	12	251 Days
Montgomery Co. P.D.	Yes	Yes	Yes	Yes	\$200	Yes	Yes	15-26/30	11	Yes
Prince George's Co. P.D.	Yes	Yes	Yes	Yes	0%	No	No	13-26/90	14	Unlimited
Washington D.C. Metro. P.D.	Yes	Yes	Yes	Yes	50%	Yes	Yes	13-26/30	10	0
Delaware State Police	Yes	Yes	Yes	No	\$7 Mo.	Yes	Yes	15-25/30-50	12	1
									15	No

* Non-accumulative except as noted.

** Accumulative except as noted.

1/ All Leave is categorized as Annual Leave.

2/ Up to \$15,000

3/ 2 days for Sergeant and above.

4/ Thanksgiving, Christmas & New Years Day only thru ranks of First Sergeant.

SECTION I
1990 SUMMARY OF SALARY SURVEY (cont'd.)

Agency	Health Insurance				Life Insurance				Annual Leave Days per Year/ Max.Carry Over	Holi- days	Personal Leave*	** Sick Leave	Accident Leave* Max imum	Holiday Premium Pay
	Hosp.	Medical	Dental	Vision	Yes /No	Employee Pays	Available to Spouse Childn.	No accrued vacation						
New Jersey State Police	Yes	Yes	Yes	Yes	Yes	0%	No	No	12-25/1 yrs. accrued vacation	13	3	Un- limited	Un- limited	No
New York State Police	Yes	Yes	Yes	Yes	No	N/A	N/A	20-28/40	12	3-5	13	4/ 18 months	5/ 18 months	No
Ohio State Highway Patrol	Yes	Yes	Yes	Yes	Yes	0%	No	No	10-25/30-75	10	4	3/ 4	10	1,500 hrs
Pennsylvania State Police	Yes	Yes	Yes	Yes	Yes	0%	No	No	10-26/45	12	4	4	15	Unlimited
Virginia State Police	Yes	Yes	Yes	Yes	No	0%	No	No	12-21/24-42	11	0	15	92 Days	No
Arlington Co. Police Dept.	Yes	Yes	Yes	Yes	Yes	0% 6/	No	No	13-26/35	10	0	13	90 Days	Yes
Fairfax Co. Police Dept.	Yes	Yes	Yes	Yes	Yes	19/ \$1,000	Yes	Yes	13-26/35	10	0	13	365 Days	Yes
West Virginia State Police	Yes	No	No	No	Yes	Varies With Coverage	Yes	Yes	15-24/60	12	0	18	Unlimited	No

* Non-accumulative except as noted.
** Accumulative except as noted.

3/ Can carry over.
4/ 300 Days Maximum.
5/ 24 months if not eligible for regular retirement.
6/ For first \$10,000.

SECTION I
1990 SUMMARY OF SALARY SURVEY (cont'd.)

Agency	Military Leave*	Other Leave*
Maryland State Police	15	1-5 Days Funeral 1/
Anne Arundel Co. P.D.	20	None
Baltimore City P.D.	14	None
Baltimore Co. P.D.	15	Bereavement up to 4 days/year, Jury duty
Howard County P.D.	15	None
Montgomery Co. P.D.	10	Admin. Leave/24 Hrs. Bereavement Leave
Prince George's Co. P.D.	15	1 day discretionary leave
Washington D.C. Metro P.D.	15	Jury duty/blood donating, death in family 3 days
Delaware State Police	15	Compassionate Lv. 3 Days, Maternity Lv.

* Non-accumulative except as noted.

1/ Sick Leave may also be used to care for family member under limited circumstances.

1990 SUMMARY OF SALARY SURVEY (cont'd.)

SECTION I

Agency	Military Leave*	Other Leave*
New Jersey State Police	10	Bereavement 3 days
New York State Police	22-30 1/ 1-15 days	Bereavement 3 days/occurrence
Ohio State Highway Patrol	10	Bereavement 3 days/occurrence
Pennsylvania State Police	15	None
Virginia State Police	15	Family illness 48 hrs/year
Arlington Co. Pol. Dept.	15	20 Days Educ. Leave/year
Fairfax Co. Pol. Dept.	15	Admin. Lv.- 4 hrs. to donate blood
West Virginia State Police	30	None

* Non-accumulative except as noted.

1/ 22 Work Days or 30 Calendar Days.

Section III.....Salary Comparison by Rank and Step

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a k	Minimum Without Longevity	R a k	Maximum Without Longevity	Without Longevity		R a k	Salary After Six Years	R a k	Maximum
					Years To Maximum	Steps				
Trooper										
Maryland State Police	10	\$24,555	13	\$32,255	6	6	10	\$32,255	15	\$34,917 ^{2/}
Anne Arundel County Police Department	8	25,208	16	31,480	6	10	8	33,054	12	36,202 ^{3/}
Baltimore City Police Department	15	23,000	12	32,474	5	5	9	32,474	13	35,654
Baltimore County Police Department	14	23,008	15	31,553	5	6	11	31,553	9	37,980 ^{4/}
Howard County Police Department	13	23,923 ^{9/}	11	34,610	6	6	7	34,610	11	36,362 ^{5/}
Montgomery County Police Department	7	25,336	1	45,882	13	N/A	N/A	N/A	1	45,882
Prince George's County Police Department	5	25,658	5	38,548	18	14	12	31,541	5	40,934
Washington, D.C. Metro. Police Department	9	25,108	7	37,094	16	9	13	30,518	7	38,349
Delaware State Police	12	24,229 ^{10/}	6	37,115	25	24	2	37,115	10	37,115
New Jersey State Police	1	31,124	3	41,208	6 ^{6/}	9	1	41,208	4	41,208
New York State Police	11	24,308	8	36,443	3	4	5	36,443	6	40,003 ^{7/}

* N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Attained at 21 years service

3/ Attained at 16 years service

4/ Attained at 25 years service

5/ Attained at 16 years service

6/ Includes subsistence allowance of \$5,942 per year

7/ Attained at 20 years service

8/ Includes \$500 Annual Subsistence Allowance

9/ 5% increase upon completion of academy (6 mo.)

— after 1 year and again at 18 months.

10/ 16% increase upon completion of academy (6 mo.)

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a k	Minimum Without Longevity	R a k	Maximum Without Longevity	Without Longevity		R a k	Salary After Six Years	R a k	Maximum
					Years To Maximum	Steps				
Trooper (cont'd.)										
Ohio Highway Patrol	3	26,208	14	31,886	4½	5	16	31,886	16	31,886
Pennsylvania St. Police	6	25,475	10	34,676	5	6	6	34,676	8	38,306
Virginia State Police (Northern Virginia +20%)	9	21,079 (27,652)	9	35,184 (42,220)	20	20	14	28,793 (34,331)	14	35,184 (42,220)
Arlington County P.D.	2	29,386	2	41,450	13	11	4	36,764	3	41,450 3/
Fairfax County P.D.	4	26,201	4	40,647	9	9	3	36,868	2	42,679
West Virginia St. Pol. 4/	17	20,976	17	24,552	32	13	15	21,852	17	24,552 5/

* N/A= Not Applicable.
 1/ Corresponding to Maryland State Police rank.
 2/ Attained at 20 years service.
 3/ Attained at 13 years service.

4/ Salary includes subsistence of \$1,560 per year.
 5/ Shown for 25 years service; \$300 per 3 yrs. after 5 years service.

**SECTION II
1990 SALARY COMPARISON BY RANK**

Agency	R a k	Minimum Without Longevity	R a k	Maximum Without Longevity	Without Longevity Years To Maximum	R a k	Salary After Six Years	R a k	Maximum
Trooper First Class									
Maryland State Police	9	\$26,521	8	\$34,837	6	6	\$34,837	10	\$37,710
Anne Arundel County Police Department	--	N/A	--	N/A	--	--	N/A	--	N/A
Baltimore City Police Department	--	N/A	--	N/A	--	--	N/A	--	N/A
Baltimore County Police Department (Cpl)	7	27,497	9	34,610	5	6	34,610	7	41,716
Howard County Police Department	2	35,512	6	40,203	6	6	40,203	6	42,240
Montgomery County Police Department	--	N/A	--	N/A	--	--	N/A	--	N/A
Prince George's County Police Department	8	27,486	5	41,332	18	14	33,787	4	43,849
Washington, D.C. Metro. Police Department	5	31,786	11	38,344	16	9	34,896	8	39,932
Delaware State Police (Corporal)	3	34,338	3	43,457	25	19	37,262	5	43,457
New Jersey State Police	1	42,866	2	45,530	7	3	45,530	2	45,530
New York State Police	--	N/A	--	N/A	--	--	N/A	--	N/A

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Includes \$500 Annual Subsistence Allowance

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R \$ k	Minimum Without Longevity	R \$ k	Maximum Without Longevity	Without Longevity		R \$ k	Salary After Six Years	R \$ k	Maximum
					Years To Maximum	Steps				
Trooper 1st Class (cont'd)										
Ohio Highway Patrol	--	N/A	--	N/A	--	--	--	N/A	--	N/A
Pennsylvania St. Police	--	N/A	--	N/A	--	--	--	N/A	--	N/A
Virginia State Police (Northern Va. +20%)	10	25,191 (30,229)	7	38,463 (46,155)	20	20	10 (37,771)	31,476 (37,771)	9	38,463 (46,155)
Arlington County P.D.	4	33,997	1	47,956	13	11	2	42,531	1	47,956
Fairfax County P.D. (Pol. Off. 1st Class)	6	28,768	4	42,505	9	9	4	38,552	3	44,630
West Virginia St. Pol. 2/ 2/	11	25,152	10	28,152	32	10	11	25,452	11	28,152

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

**SECTION II
1990 SALARY COMPARISON BY RANK** 1/

Agency	R a n k	M i n i m u m u n t W i t h o u t L o n g e v i t y	R a n k	M a x i m u m u n t W i t h o u t L o n g e v i t y	Without Longevity		R a n k	S a l a r y A f t e r S i x Y e a r s	R a n k	M a x i m u m u n t W i t h L o n g e v i t y
					Years To Maximum	Steps				
Sergeant										
Maryland State Police ^{3/}	11	\$30,936	14	\$40,636	6	6	9	\$40,636	14	\$43,987
Anne Arundel County Police Department	10	31,461	13	41,281	5-7	12	5	43,345	7	47,437
Baltimore City Police Department (Lieutenant)	5	38,958	11	42,824	2	3	6	42,824	8	47,108
Baltimore County Police Dept.	17	30,081	16	37,980	5	6	14	37,980	12	45,823
Howard County Police Department	8	34,106	5	48,191	7	7	4	45,882	5	48,191
Montgomery County Police Department	12	30,855	2	51,071	10	N/A	--	N/A	3	51,071
Prince George's County Police Department	9	32,388	4	48,704	18	14	12	39,813	2	51,670
Washington, D.C. Metro. Police Department	7	34,603	12	42,061	15	7	13	38,150	15	43,791
Delaware State Police ^{2/}	4	40,784	6	47,961	15	15	7	40,784	6	47,961
New Jersey St. Police ^{2/}	1	47,534	3	48,766	18 months	2	2	48,766	4	48,766
New York State Police	2	46,420	7	46,420	N/A	N/A	3	46,420	10	46,420

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a n k	Minimum Without Longevity	R a n k	Maximum Without Longevity	Without Longevity		R a n k	Salary After Six Years	R a n k	Maximum
					Years To Maximum	Steps				
Sergeant (cont'd.)										
Ohio St. Highway Patrol	13	30,763	15	39,561	5.5	6	10	40,414	16	42,431
Pennsylvania St. Police	6	38,870	9	44,899	N/A	N/A	8	40,730	13	44,899
Virginia State Police (Northern Va. +20%)	16	30,105	8	45,965 (55,158)	20	20	15	37,615 (45,138)	11	45,965 (55,158)
Arlington County P.D.	3	43,130	1	60,835	12	10	1	55,735	1	60,835
Fairfax County P.D.	15	30,141	10	44,532	9	9	11	40,393	9	46,759
West Virginia St. Pol. ^{2/}	14	30,552	17	33,552	32	10	16	30,852	17	33,552

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

1990 SALARY COMPARISON BY RANK 1/

Agency	Ran k	Minimum Without Longevity	Ran k Without Longevity	Maximum Without Longevity		Steps	Ran k	Salary After Six Years	Ran k	Maximum
				Years To Maximum	Longevity					
Lieutenant										
Maryland State Police <u>3/</u> (First Lieutenant)	8	\$39,615	10	\$51,384	6	6	--	N/A	9	\$55,622
Anne Arundel County Police Department	11	37,419	12	49,101	5 - 7	12	--	N/A	8	56,466
Baltimore City Police Department (Capt.)	3	50,000	6	58,000	2	3	--	N/A	6	58,000
Baltimore County Police Department	17	33,031	16	41,716	6	5	--	N/A	14	50,355
Howard County Police Department	10	37,628	9	53,187	7	7	--	N/A	11	53,187
Montgomery County Police Department	14	35,4B1	5	58,862	10	N/A	--	N/A	5	58,862
Prince George's County Police Department	13	35,627	8	53,574	18	14	--	N/A	7	56,837
Washington, D.C. Metro Police Department	9	39,439	14	48,926	9	5	--	N/A	12	50,898
Delaware State Police	5	43,405	11	50,730	25	12	--	N/A	13	50,730
New Jersey St. Police <u>2/</u>	2	57,262	2	62,214	3.5	3	--	N/A	2	62,214 <u>4/</u>
New York State Police	1	59,683	3	59,683	N/A	N/A	--	N/A	4	59,683

N/A = Not Applicable

1/ Corresponding to Maryland State Police rank.
2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year.
4/ Increments currently frozen at \$50,000 cap.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a k	Minimum Without Longevity	R a k	Maximum Without Longevity	Without Longevity		R a k	Salary After Six Years	R a k	Maximum
					Years To Maximum	Steps				
Lieutenant (cont'd.)										
Ohio St. Highway Patrol	15	34,674	15	45,406	5.5	6	--		16	48,880
Pennsylvania St. Police	6	42,367	13	48,939	N/A	N/A	--	N/A	15	48,939
Virginia State Police (Northern Va. +20%)	12	33,977 (43,172)	7	54,930 (65,916)	20	20	--	N/A	10	54,930 (65,916)
Arlington County P.D.	4	47,197	1	66,576	11	9	--	N/A	1	66,576
Fairfax County P.D.	8	40,036	4	59,152	9	9	--	N/A	3	62,110
West Virginia St. Police (2nd Lieutenant)	16	34,152	17	37,152	32	10	--		17	37,152

* N/A = Not Applicable
 1/ Corresponding to Maryland State Police rank.
 2/ Salary includes subsistence of \$1,560 per year.

SECTION 11
1990 SALARY COMPARISON BY RANK 1/

Agency	Ran k	Minimum Without Longevity	Ran k	Maximum Without Longevity	Without Longevity		Ran k	Salary After Six Years	Ran k	Maximum
					Years To Maximum	Steps				
<u>Captain</u>										
Maryland State Police <u>3/</u>	8	\$42,618	9	\$55,327	6	6	--	N/A	11	\$59,890
Anne Arundel County Police Department	12	40,299	13	52,877	5 - 7	12	--	N/A	8	60,809
Baltimore City Police Department (Major)	3	55,100	5	63,900	12	7	--	N/A	6	63,900
Baltimore County Police Department	13	39,821	14	50,355	5	6	--	N/A	7	60,889
Howard County Police Department	9	42,375	8	59,935	7	7	--	N/A	10	59,935
Montgomery County Police Department	11	40,699	2	67,884	10	N/A	--	N/A	3	67,884
Prince George's County Police Department	10	42,271	6	63,566	18	14	--	N/A	4	67,437
Washington, D.C. Metro. Police Department	5	46,788	11	54,473	6	4	--	N/A	12	56,812
Delaware State Police	4	48,832	10	34,684	25	10	--	N/A	13	54,684 ^{4/}
New Jersey St. Police <u>2/</u>	2	62,306	1	74,343	6.5	6	--	N/A	1	74,343 ^{4/}
New York State Police	1	64,008	4	64,008	N/A	N/A	--	N/A	5	64,008

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year.

4/ Increments currently frozen at \$50,000 cap.

N/A = Not Applicable

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	Ran	Minimum Without Longevity	Ran	Maximum Without Longevity	Without Longevity		Ran	Salary After Six Years	Ran	Maximum
					Years To Maximum	Steps				
Captain (cont'd.)										
Ohio State Highway Patrol	15	38,147	15	49,962	5.5	6	--	N/A	14	53,768
Pennsylvania St. Police	6	46,181	12	53,340	N/A	N/A	--	N/A	15	53,340
Virginia State Police (Northern Va. +20%)	14	39,329	7	60,049 (72,058)	20	20	--	N/A	9	60,049 (72,058)
Arlington County P.D.	--	N/A	--	N/A	N/A	N/A	--	N/A	--	N/A
Fairfax County P.D.	7	43,935	3	64,911	9	9	--	N/A	2	68,156
West Virginia St. Pol. (1st Lieutenant)	16	35,952	16	38,952	32	10	--	N/A	16	38,952

N/A = Not Applicable
 1/ Corresponding to Maryland State Police rank.
 2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a n k	Minimum Without Longevity	R a n k	Maximum Without Longevity	Without Longevity		R a n k	Salary After Six Years	R a n k	Maximum
					Years To Maximum	Steps				
Major										
Maryland State Police <u>3/</u>	12	\$45,859	12	\$59,587	6	6	--	N/A	12	\$64,500
Anne Arundel County Police Department	10	46,733	10	61,320	N/A	N/A	--	N/A	7	70,518
Baltimore City Police Department (Colonel)	3	60,900	5	70,600	12	6	--	N/A	6	70,600
Baltimore County Police Department	13	43,720	14	55,355	5	6	--	N/A	9	67,130
Howard County Police Department	8	49,166	7	69,436	7	7	--	N/A	8	69,436
Montgomery County Police Department	9	48,618	3	80,726	10	N/A	--	N/A	3	80,726
Prince George's County Police Department	11	46,498	6	69,923	18	14	--	N/A	5	74,181
Washington, D.C. Metro. Police Department (Inspector)	4	54,666	9	63,645	6	4	--	N/A	10	66,378
Delaware State Police <u>2/</u>	5	54,050	11	60,215	25	10	--	N/A	13	60,215 <u>4/</u>
New Jersey St. Police <u>2/</u>	2	71,971	1	89,066	5	5	--	N/A	1	89,066
New York State Police	1	77,585	2	84,380		--		N/A	2	84,380

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$5,942 per year.

3/ Salary includes subsistence of \$500 per year.

4/ Increments currently frozen at \$50,000 cap.

**SECTION II
1990 SALARY COMPARISON BY RANK 1/**

<u>Major</u> (cont'd.)	R ank	Minimum Without Longevity	R ank	Maximum Without Longevity	Years To Maximum	Without Longevity Steps	R ank	Salary After Six Years	R ank	Maximum
Ohio State Highway Patrol	15	42,016	15	55,058	5.5	6	--	N/A	14	59,260
Pennsylvania St. Police	7	50,563	13	58,406	N/A	N/A	--	N/A	15	58,406
Virginia State Police	14	42,994	8	65,645	20	20	--	N/A	11	65,645
Arlington County P.D.	--	N/A	--	N/A	N/A	N/A	--	N/A	--	N/A
Fairfax County P.D.	6	53,144	4	74,778	7	8	--	N/A	4	78,517
West Virginia St. Pol. (Capt.)	16	37,752	16	40,752	32	10	--	N/A	16	40,752

- * N/A = Not Applicable.
- 1/ Corresponding to Maryland State Police rank.
- 2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	Ran k	Minimum Without Longevity	Ran k	Maximum Without Longevity	Without Longevity		Ran k	Salary After Six Years	Ran k	Maximum
					Years To Maximum	Steps				
<u>Lt. Colonel</u>	3/									
Maryland State Police	12	\$49,361	11	\$64,187	6	6	--	N/A	12	\$69,480
Anne Arundel Co. Police Dept. (Deputy Chief)	10	51,587	10	69,377	5 - 7	12	--	N/A	7	79,784
Baltimore City Police Department (Deputy Commissioner)	4	71,100	5	82,500	12	6	--	N/A	6	82,500
Baltimore County Police Department	13	48,033	13	60,889	N/A	N/A	--	N/A	10	74,012
Howard County Police Department	--	N/A	--	N/A	N/A	N/A	--	N/A	--	N/A
Montgomery County Police Department	11	50,851	4	83,123	10	N/A	--	N/A	5	83,123
Prince George's County Police Department	8	57,176	3	84,254	10	10	--	N/A	4	84,254
Washington, D.C. Metro. Police Department	3	75,544	8	76,006	4	3	--	N/A	9	76,006
Delaware State Police	7	58,400	15	58,400	N/A	N/A	--	N/A	15	58,400
New Jersey State Police	1	93,711	1	93,711	N/A	N/A	--	N/A	1	93,711
New York State Police	2	91,957	2	91,957	N/A	N/A	--	N/A	2	91,957

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence allowance of \$5,942 per year.

3/ Salary includes subsistence allowance of \$500 per year.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a n k	Min imum Without Longevity	R a n k	Max imum Without Longevity	Without Longevity		R a n k	Salary After Six Years	R a n k	Maximum
					Years To Maximum	Steps				
Lt. Colonel (cont'd.)										
Ohio State Highway Patrol	15	46,301	14	60,674	5.5	6	--	N/A	13	65,312
Pennsylvania St. Police	5	61,000	12	61,000	N/A	N/A	--	N/A	14	61,000
Virginia State Police	14	47,000	9	71,762	20	20	--	N/A	11	71,762
Arlington County P.D.	9	55,065	7	77,673	N/A	11	--	N/A	8	77,673
Fairfax County P.D.	6	58,465	6	82,268	7	8	--	N/A	3	86,381
West Virginia St. Pol. (Major)	16	39,552	16	42,552	32	10	--	N/A	16	42,552

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.

2/ Salary includes subsistence of \$1,560 per year.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	R a n k	R a n k Minimum Without Longevity	R a n k Maximum Without Longevity	Without Longevity		R a n k Six Years After Six Years	R a n k Maximum
				Years To Maximum	Steps		
<u>Colonel</u>							
Maryland State Police	5	\$77,336	10	79,656	0	1	--
Anne Arundel County Police Department	16	56,942	11	76,871	N/A	N/A	11 \$79,656
Baltimore City Police Department	1	103,900	1	103,900	N/A	N/A	9 84,749 ^{3/}
Baltimore County Police Department	10	67,600	15	67,600	N/A	N/A	1 103,900
Howard County Police Department	15	59,935	8	86,785	7.5	7.5	N/A 15 67,600
Montgomery County Police Department	11	66,804	4	96,250	10	N/A	8 86,785
Prince George's County Police Department	12	66,188	2	97,534	10	10	N/A 5 96,250
Washington, D.C. Metro. Police Department	4	81,886	9	81,886	2	2	N/A 3 97,534
Delaware State Police ^{2/}	9	70,600	14	70,600	N/A	N/A	10 81,886
New Jersey State Police ^{2/}	3	94,700	6	94,700	N/A	N/A	14 70,600
New York State Police	2	97,014	3	97,014	N/A	N/A	6 94,700
							4 97,014 4/

N/A = Not Applicable.

1/ Corresponding to Maryland State Police rank.
 2/ Salary includes subsistence of \$5,942 per year.

3/ Includes 5% increase at 5 and 12 years of service.
 4/ Current salary frozen at \$91,957 - anticipated 5.5% increase is being reflected.

SECTION II
1990 SALARY COMPARISON BY RANK 1/

Agency	\$ n k	Minimum Without Longevity	\$ n k	Maximum Without Longevity	Years To Maximum	Without Longevity	\$ n k	Salary After Six Years	\$ n k	Maximum
Colonel (cont'd.)					Steps					
Ohio State Highway Patrol	14	60,132	16	66,830	N/A	N/A	--	N/A	16	66,830
Pennsylvania St. Police	6	76,000	12	76,000	N/A	N/A	--	N/A	12	76,000
Virginia State Police	7	74,857	13	74,857	N/A	N/A	--	N/A	13	74,857 ^{2/}
Arlington County P.D.	13	62,206	7	87,746	N/A	11	--	N/A	7	87,746
Fairfax County P.D.	8	70,672	5	94,709	8	7	--	N/A	2	99,220
West Virginia St. Pol.	17	45,000	17	45,000	N/A	N/A	--	N/A	17	45,000

N/A = Not Applicable.
 1/ Corresponding to Maryland State Police rank.
 2/ Newly appointed to position.

Section III....Pay Policies

SECTION III
1990 PAY POLICIES

<u>Police Agency</u>	<u>Longevity</u>	<u>Shift Differential</u>	<u>Special Duty Differential</u>
Maryland State Police	2% for each step at 9, 13, 17 and 21 years service	1400-0100 hrs. \$5/Shift	\$3.55/day for police personnel in Executive Protection Division & Security Services Unit Pilots 4% above Sergeant Grade, Medics 4% above Corporal Grade
Anne Arundel County Police Department	5% - 7 yrs. continuous service; additional 5% after 11 years of service; add'l. 5% after 16 years	Police Officers, Sgts, & Lts, 40t hr. 1500-2300 hrs, 80¢ hr. 2300-0700 hrs.	None
Baltimore City Police Department	Police Officer-Lieutenant - 2.5% after 10, 15, 20, 25 yrs. of service	30¢ hr. 1400-2200 hrs. 35¢ hr. 2200-0600 hrs	K-9 - \$730/Yr. Flying Officer \$30,868-\$36,833
Baltimore County Police Department	Approx. 5% at 10, 15, 20, 25 yrs. of service	2 p.m. - 12 p.m. shifts - 60¢ per hour. 10 p.m. - 8 a.m. shifts - 70¢ per hour. 5 p.m. - 4 a.m. shifts - 60¢	Various amounts for Investigation Div., Tactical Unit, K-9, Radio Dispatchers, Firearms Unit, County Executive Aide
Howard County Police Department	Police Officer - 12 Yrs - 2.5% Police Officer - 16 Yrs - 5.0% Sgts/Lts/Capt. - 12 Yrs - \$1,000 lump sum Sgts/Lts/Capt. - 16 Yrs - \$2,000 lump sum	2200-0800 Sgts/Lts - 7.5% of Salary When Assigned Police Officers - 70¢ per hr.	K-9 - \$480 Field Training Officer - \$300 lump sum
Montgomery County Police Department	None	Police Officers receive 1200-2000 - 65¢ per hour; 2000-0600 - 85¢ per hour	K-9 - \$600/yr. Criminal Inv. w/o take home veh. \$600/yr. Field Training Officer below MPO rank .25/hr.

**SECTION III
1990 PAY POLICIES (cont'd.)**

<u>Police Agency</u>	<u>Longevity</u>	<u>Shift Differential</u>	<u>Special Duty</u>
Prince George's Co. Police Department	Final two pay steps require 3 yrs. service each.	2200-0800 - \$2.00/hr. 1600-0200 - 85¢/hr.	K-9, Motorcycle, EST - \$650/year; Breathalyzer \$200/Yr.; Field Trainer - \$400/Yr.
Washington, D.C. Metro. Police Department	15 yrs. serv.- 5% of 1st salary class; 20 yrs. serv.-10% of 1st salary class; 25 yrs. serv.-15% of 1st salary class; 30 yrs. serv.-20% of 1st salary class	Sergeant & below: 1500-2400 - 3% hourly rate 2300-0800 - 4% hourly rate	Dog handlers, Detect.II, Desk Sgt., Lab.Tech., Master Patrol Officers \$1,250/yr. Helicopter Pilots & Bomb Squad, \$2,710/yr.
Delaware State Police	Various times & amounts	\$850 per year for personnel on rotating midnight shift	Aviation- \$1,200/yr.; Bomb Disp., \$600; Scuba -\$900/yr; Spl. operations -\$600/yr.
New Jersey State Police	None	Troopers and Sergeants receive 7% of base hourly rate for working between 9 p.m. and 7 a.m.	Helicopter Pilots-\$1500/yr.
New York State Police	For rank of Trooper only: End of 9th year, \$1,481 End of 14th year, \$1,621 End of 20th year, \$461	Trooper thru Major: 2300-0700 \$7.82 1500-2300 \$4.56 Double Back - \$20.00	None

**SECTION III
1990 PAY POLICIES (cont'd.)**

<u>Police Agency</u>	<u>Longevity</u>	<u>Shift Differential</u>	<u>Special Duty Differential</u>
Ohio State Highway Patrol	2.5% at 5 years. 0.5% each year thereafter to a maximum of 10% in 20 years	6 p.m.-12 midnight-25¢/hr. 12 midnight-6 a.m.-45¢/hr. Includes odd hours connected to these shifts	Pilots - up to \$3,806 annually. Trooper thru Captain
Pennsylvania State Police	4% of base over 5 years, plus 3/4% for each additional year to maximum of 21.25% over 28 years	5% for any shift starting after noon & before 2230; 6% for any shift starting after 2230 & before 0600	None
Virginia State Police	None	None	Executive Protection- 9% Northern VA. +20% up to Captain; DARE - 4.5%, Internal Affairs - 4.5%
Arlington County Police Dept.	None	1300 -2059 - 35¢/hr.; 2100-0459 -85¢/Hr.	Master Police Officers, Field Training Officers \$1,699.36/yr.
Fairfax County Police Dept.	5% to employee with 15 years of total service who is at top of pay grade	1300-2000 hrs. 25¢/hr. 2000-0700 hrs. 35¢/hr.	Flight pay-Pilot -\$2000; Pilot w/Medivac Cert. -\$3,500 Flight pay - Paramedic-\$2,700 Flight pay - EMT - \$1,200
West Virginia State Police	After 5 years service, \$300 for every 3 years of service	None	None

SECTION III
1990 PAY POLICIES (cont'd.)

<u>Police Agency</u>	<u>Overtime</u>	<u>Performance Incentive Pay</u>	<u>Compensatory Time in Lieu of Overtime</u>	<u>Clothing & Subsistence</u>
Maryland State Police	Overtime hours paid at time and one-half. Unlimited for ranks through 1st Sgt.; none for commissioned ranks.	None	Available to commissioned officers after accumulating 30 hours unpaid overtime	Clothing-Uniform furnished; plainclothes allowance \$350 Annual Subsistence Allowance-\$500
Anne Arundel County Police Dept.	Police Officer only. Time and one-half after 8 hours Minimum 4 hour call back	None	Police officers may earn comp. time in lieu of overtime at their request. 1.5 rate with maximum 480 hours accumulation	Clothing-Uniform furnished; \$735 for plainclothes; \$410 -uniform maintenance
Baltimore City Police Dept.	P.O. & agents and flying officers receive time and one-half for all hrs. over scheduled shift. Sgts. & Lt. do not get O.T. No paid minimum call back.	None	Sgts. & Lts. straight time for call back	Clothing- Uniform furnished; \$500 for plainclothes
Baltimore County Police Dept.	Time and one-half for time over 8 hours per day; 4 hr. minimum call back & 4 hr. court ordered call back. Pol. Officer thru Capt.	None	Police officer thru Capt. may accumulate compensatory time at 1.5 rate in lieu of overtime with 480 hrs. maximum	Clothing-Uniform furnished; \$500-plainclothes allowance, \$32 shoe allowance annually
Howard County Police Dept.	Police Officers paid at time and one-half; Sgt. & Lieutenant paid straight time. No overtime pay above Lieutenant. Two hour minimum for off duty court appearance. 3 hour minimum call back	None	Sgts. & Lts. only- compensatory time at straight time rate	Clothing-Uniform furnished; \$480-plainclothes; uniform maintenance-\$360/year; \$47.50 shoe allowance

SECTION III
1990 PAY POLICIES (cont'd.)

<u>Police Agency</u>	<u>Overtime</u>	<u>Performance Incentive Pay</u>	<u>Compensatory Time In Lieu of Overtime</u>	<u>Clothing & Subsistence</u>
Montgomery Co. Police Dept.	Hours in excess of 8 - time & a half; minimum 3 hours for call-back and court attendance Sgt. and below. Stand-by pay 15% of regular rate.	None	Sergeant and below-Time and one-half for hour worked over- time. Lt. & above-hour for hour.	Clothing- Uniform furnished; plainClothes - \$195/Yr.-Partial; \$285/Yr.-Casual; \$555/Yr.-Variety; \$670/Yr.- Formal Uniform maintenance - \$215/year
Prince George's County Police Department	Hours in excess of 80 per pay period - time and one-half. Captain and above - no over- time. Minimum 3 hr. at 1-1/2 times regular pay for callout	None	May elect to receive comp. time at time and one-half; Captains & above - no comp. time	Clothing-uniform furnished plus \$825; \$825-plainclothes
Washington, D.C. Metro P.D.	Time and one-half - Sgt.& below; straight time - Lt. and above Two hour minimum call-back compensation	None	All first off duty court appearances and all con- tinuations of duty are comp. time at 1-1/2 for Sgt. & below; hour for hour for Lt. & above	Clothing-Uniform furnished PlainClothes - \$450; Casual - \$250 per year
Delaware State Police	Lt. and below - time and one- half; Captain thru Major- straight time. 4 hour call out at straight time	None	Lieutenant & below at 1-1/2; Captain & above - straight time.	Clothing-Uniform furnished; plainClothes-\$650; uniform maintenance unlimited; shoes provided
New Jersey State Police	Troopers thru Sergeants First Class receive 1-1/2 comp. time or pay for time worked over 171 hrs. in 28 days. Minimum callback 3 hrs. overtime	None	Overtime hours from 160 hours to 171 hours are comp. time at time and one-half in 28 day period	Subsistence-\$5,942/year; Clothing-Uniform Trooper \$800/year, uniforms fur- nished; Plainclothes Trooper \$900/year

SECTION III
1990 PAY POLICIES (cont'd.)

<u>Police Agency</u>	<u>Overtime</u>	<u>Performance Incentive Pay</u>	<u>Compensatory Time In Lieu of Overtime</u>	<u>Clothing & Subsistence</u>
New York State Police	Troopers: 12 hours guaranteed per 29 day period at time and one-half (may be required to work in excess of 12 hrs.); 4 hr. minimum call back. Officers, NCO's, Investigators receive annual premium pay in lieu of O.T. whether time was worked or not.	Yes- Troopers With 15 or more yrs service, excellent performance rating, meeting height and weight standards-\$200; \$225 for attending developmental course on own time: \$125 for less than 8 sick leave days; \$250 for less than 5 sick leave days. Educational incentive pay - 1 time	None	Transfer expense allowance; Uniform maintenance - \$100 towards purchase of non-issued items
Ohio State Highway Patrol	Trooper & Sergeants only. Lieutenant with approval of Supt. Time in excess of 40 hours per week at time and one-half, or comp. time; 4 hr. minimum for call back, 1/2 normal pay for standby; 2x times pay for more than 8 hrs on holiday	None	Compensation at 1-1/2 rate for all hrs in excess of 40 for a week period, limited to 120 hrs. accumulation, after which pay must be taken	Clothing- Uniform & plain-clothes furnished; uniform maintenance- unlimited. \$300 initial plainclothes, \$300 annually
Pennsylvania State Police	Time and one-half for all hours worked in excess of 8 hours per day, or 40 hours per week; minimum 4 hr. callout	None	None	Clothing- \$500 clothing maintenance for uniformed and plainclothes; shoes furnished
Virginia State Police	Time and one-half for time over 40 hours per week.	Three pay scale steps may be skipped for outstanding performance; marginal employees receive next step only	Same as for overtime	Clothing-Uniform furnished plainclothes officers receive one step increase; shoes furnished; up to \$2.25 per shift for meals

SECTION III
1990 PAY POLICIES (cont'd.)

<u>Police Agency</u>	<u>Overtime</u>	<u>Performance Incentive Pay</u>	<u>Compensatory Time In Lieu of Overtime</u>	<u>Clothing & Subsistence</u>
Arlington Co. Police Dept.	FLSA 7(K) exemption- O.T. pay for hours in excess of 171 in 28 day cycle. Sgt. & up, paid straight time pay or Comp. time	Up to \$1,000 can be awarded by Chief of Police; over \$1,000 by county manager	Only Sergeants and above at straight time rate; carry over limited to 120 hours	Clothing-Uniform furnished; Plainclothes: supervisors- non-superv.- \$819/year
Fairfax Co. Police Dept.	Overtime rate for all hours in excess of 86 during 14 day work period. Officer to 2nd/Lt., time and one-half. 1st Lt., straight time for all hours over 40/week	On recommendation of supervisor may receive \$1,000 award	Comp. time for hours less than 86 in a 14 day work period upon officer's request (officer to 2nd/Lt., time and one-half; 1st Lt., straight time)	
West Virginia State Police	Exempt: 182 to 186 hrs/mo. \$ 59/mo. 187 to 191 hrs/mo. \$118/mo. 192 to 196 hrs/mo. \$177/mo. Over 197 hrs/mo \$236/mo.	None	None	Clothing -uniform and shoes furnished. Plainclothes - \$500/yr.; \$130 per month subsistence allowance

Non-Exempt:
Time and one-half for all hrs.
worked in excess of 171 in a 28 day period

**SECTION III
1990 PAY POLICIES (cont'd.)**

Police Agency

Holiday Premium Pay (Regularly scheduled shift falls on a paid holiday)

Maryland State Police

Time and one-half for any hours worked on the Thanksgiving, Christmas and New Year's Day holidays plus a compensatory day off for non-commissioned employees.

Anne Arundel County Police Department

None

Baltimore City Police Department

Additional 4 hours compensation when working Thanksgiving, Christmas or New Year's Day for Police Officer thru Lieutenant

Baltimore County Police Department

Time and one-half hourly rate for Thanksgiving and Christmas only

Howard County Police Department

None

Montgomery County Police Department

Time and one-half for regularly scheduled shift on holiday; double the hourly rate if regular day off

Prince George's County Police Department

Time and a half regular pay or time and a half compensatory time

Washington D.C. Metro Police Department

Additional 8 hours at straight time

Delaware State Police

None

New Jersey State Police

None

New York State Police

None

Ohio State Highway Patrol

Time and half or compensatory time option at 1-1/2; 2-1/2 for all hours in excess of 8 hours

SECTION III
1990 PAY POLICIES (cont'd.)

Police Agency

Holiday Premium Pay (Regularly scheduled shift falls on a paid holiday)

Pennsylvania State Police

One extra day's pay for nine designated holidays at straight time,
plus a compensatory day

Virginia State Police

If a trooper works over 40 hours for the week in
which the holiday falls, he receives time and a half,
plus the holiday repaid back in compensatory time

Arlington County Police Dept.

Time and a half compensation pay or straight
time compensatory time

Fairfax County Police Dept.

Straight time plus an additional 8 hours pay or compensatory time

West Virginia State Police

None

Section IV....Retirement Benefits

SECTION IV
1990 RETIREMENT BENEFITS

Police Agency	Vol. Retirement Age/Yrs. Service	Mandatory Ret. Age	Basic Benefit Formula	Contribution Rate (Percent of Salary)		Remarks
				Employer	Employee	
Maryland State Police	Age 50 or 25 yrs. service	60	1/45th of average final salary (avg. of three highest years of salary) for each year of the first 25 years of creditable service and 1/90th of avg. final salary for each year thereafter	28.89%	4% after 25 years service	Unused sick leave: 22 days equals one month service
Anne Arundel Co. P.D.	Age 50/20 yrs. service	None	2.5% for each year through 20 years; 2% for each year thereafter to a maximum of 70%. Military service credit 2% per year for 3 year maximum	23%	6%	Unused sick leave: 22 days equals one month service
Baltimore City Police Dept.	--/20 yrs. service	(Currently in litigation)	45% of salary at 20 years based on last 18 months; 50% at 22 years with 1.67% for each additional year	15.14%	7%	Unused sick leave: no credit due to unlimited use while employed
Baltimore County Police Dept.	--/20 yrs.	None	20 years = 50% plus 1% for each year after 20 years	12.13%	6%	Unused sick leave: 22 days equals one month service
Howard County Police Dept.	None/25 years (full) None/20 years (early retirement)	None	2% of average salary (3 final years of salary) times each year of creditable service	14.2%	7.7%	Unused sick leave: 22 days equals one month's service
Montgomery Co. Police Dept.	Age 46/25 Years	60	2% of average final compensation times years of creditable service	25.71%	3.5%	Unused sick leave: 174 hours equals one month's service

SECTION IV
1990 RETIREMENT BENEFITS

<u>Police Agency</u>	<u>Vol. Retirement Age/Yrs. Service</u>	<u>Mandatory Ret. Age</u>	<u>Basic Benefit Formula</u>	<u>Contribution Rate (Percent of Salary)</u>		
				<u>Employer</u>	<u>Employee</u>	<u>Remarks</u>
Prince George's Co. Police Dept.	--/20 yrs.	None	2.75% of highest average annual salary for a 24 month period times 20 years	24.8	5%	Unused sick leave: May receive payment for one-half of unused sick leave
Washington, D.C. Metro P.D.	--/20* yrs. Age 50/25** yrs. *appointed on or before 2/15/80 **appointed after 2/15/80	64	*2.5% each year up to 20 years plus 3% each year after 20 years applied to highest 12 month salary **2.5% each year up to 25 years plus 3% each year after 25 years applied to highest 36 month salary (.25% for each month's sick leave plus 2.5% each year of other creditable gov't. or military leave)	--	7%	City budget allocates whatever funds necessary to finance pension rolls Unused sick leave: 1/4% towards retirement formula for each 176 hours
Delaware State Police	--/20* yrs. --/25** yrs. *appointed on or before 1980 **appointed after 1980	55	Hired before 7/1/80-50% of salary: hired after 7/1/80-1/2 of last 3 years average	11.4	5%	Unused sick leave: 60 days maximum may be applied to service time
New Jersey State Police	--/20 yrs.	55	50% for 20 years with no medical benefits; 60% for 25 years plus medical benefits; 1% for each year after 25, max. 70% at 35 years.	--	7.5%	No medical benefits for 20 yrs; BC/BS or HMO for 25 years service

SECTION IV
1990 RETIREMENT BENEFITS

<u>Police Agency</u>	<u>Vol. Retirement Age/Yrs. Service</u>	<u>Mandatory Ret. Age</u>	<u>Basic Benefit Formula</u>	<u>Contribution Rate (Percent of Salary)</u>		<u>Remarks</u>
				<u>Employee</u>	<u>Employer</u>	
New York State Police	any age/20 yrs.	57 Tpr.-Major 60-Ass't. Deputy Supt. & above, Detective	50% of final average salary, plus 1/60 of final average salary thereafter, maximum of 66% if hired after 7/1/73; 75% if hired before 7/1/73	6.36% of total personnel cap	0%	Paid 20% of all sick leave over 165 days up to 300 maximum
Ohio State Highway Patrol	Age 48/25 yrs.	55	50% at 20 years, additional 2%, 21-25 years, 1.5% thereafter to a maximum of 72% of average of 3 highest years salary (33 years service)	24.39%	10.5%	Unused sick leave: Paid for 50% of time
Pennsylvania State Police	--/10 yrs.	60	Final average salary x 2% x years of credited service or 50% of highest year salary after 20 yrs. or 75% after 25 years	16.71% if hired after 3/74	6.25% if hired after 7/83	Paid 35% of unused sick leave with less than 25 yrs. service, up to 50% over 25 yrs.
Virginia State Police	Age 50/25 yrs.	70	1.5% of first \$13,200 of average final comp. plus 1.65% of average final comp. in excess of \$13,200 x creditable service	100%	0%	Unused sick leaves: \$2,500 cash
Arlington County Police Dept.	Age 50/25 yrs.	None	1.5% for each year service-maximum 45% for the highest three years	20%	5%	Unused sick leave: Paid for 30% over 100 hours (min. 5 yrs. service required)
Fairfax County Police Dept.	Any age/25 yrs.	60	62.5% of base pay for top three earning years, additional 2.5% per year for years over 25 to a maximum of 66-2/3%	17.1%	12%	Unused sick leave: Credited as service time
West Virginia State Police	Age 50/20 yrs.	55	5.5% of total career earnings	12%	6%	Unused sick leave: Enhance retirement pay or extend health insurance coverage

Section V....Health Insurance Benefits

SECTION V
1990 HEALTH INSURANCE BENEFITS

<u>Police Agency</u>	<u>Insurance Type</u>	<u>Employee</u>	<u>Employer</u>	<u>Plan's Basic Provisions</u>
Maryland State Police	Hospitalization, Medical, Vision, Prescription Drug, Major Medical & Dental for same plans	15%	85%	Blue Cross/Blue Shield Plan I or II or any of several other Health Maintenance Organizations
Anne Arundel County Police Department	Hospitalization, Medical, Dental, Vision	10%	Not stated	Blue Cross/Blue Shield High Option plus Major Medical, Vision and Dental, or choice of four HMO's
Baltimore City Police Department	Hospitalization, Medical, Vision, Dental	Varies	Varies	Blue Cross/Blue Shield or one of eight HMO's
Baltimore County Police Department	Hospitalization, Medical, Vision, Dental	Varies	Varies	Blue Cross/Blue Shield of Maryland, also six Health Maintenance Organizations available
Howard County Police Department	Hospitalization, Medical, Vision, Dental	Varies	Varies	Individual Blue Cross/Blue Shield and four Health Maintenance Organizations
Montgomery County Police Department	Hospitalization, Medical, Dental, Vision	Not	Stated	Employee has choice of numerous plans; Dental has \$1,500 maximum annual benefit; \$1,000 orthodontic lifetime limit
Prince George's Co. Police Department	Hospitalization, Medical, Dental Vision	20-25%	75-80% 0% 0%	Employer pays 80% of basic, 75% of high option plans; Vision provides eye exam and prescription lenses with ceilings; \$4 per prescription
Washington, D.C. Metro Police Dept.	Hospitalization, Medical, Dental, Vision	Varies \$9/\$3	Not Stated 100%	Benefits vary with type of coverage.
Delaware State Police	Hospitalization, Medical Dental	0%	100%	Two plans provided free of cost by the state; several HMO's available at additional cost

SECTION V
1990 HEALTH INSURANCE BENEFITS

<u>Police Agency</u>	<u>Insurance Type</u>	<u>Average Cost: Dollar Cost or Percentage of Cost</u>	<u>Employee</u>	<u>Employer</u>	<u>Plan's Basic Provisions</u>
New Jersey State Police	Hospitalization, Medical Dental, Vision	HMO cost in excess of BC/BS rates (if any)	100% BC/BS	100% BC/BS rates (if any)	Blue Cross/Blue Shield with Prudential Major Medical or several Health Maintenance Organizations; 50/50 co-payment Dental; free Vision exam for employee - \$35 towards exam & single lens glasses for family
New York State Police	Hospitalization, Medical, Dental, Vision	13.42 (single) 36.42 (family)	Varies		Varies according to plan; state's Empire Plan and 27 HMO's available
Ohio State Highway Patrol	Hospitalization, Medical Dental, Vision	12% None None	88% 100% 100%		Medical and Major Medical provisions
Pennsylvania State Police	Hospitalization, Medical, Dental, Vision	0	100%		Blue Cross/Blue Shield, Major Medical, Dental & Vision
Virginia State Police	Hospitalization, Medical, Dental	0	100% - Employee only		Blue Cross/Blue Shield Basic Plan with Major Medical, \$8.00 Prescription plan; employer contributes 66% towards family plans
Arlington County Police Dept.	Hospitalization, Medical, Vision, Dental	Varies	Varies		Three different plans available to employees; benefits and options vary
Fairfax County Police Dept.	Hospitalization, Medical, Vision, Dental	15-25% 100%	75-85% 0		Three different plans available to employees; benefits and options vary
West Virginia State Police	Hospitalization, Medical	30% - 1st yr. 20% - 2nd yr. 10% - 3rd yr.	70% 80% 90%		100% In-hospital deduction; \$150 Major Medical deduction; 100% in-hospital physician's expense; 90% outpatient x-ray & lab fees; 100% accidental injury expenses; 80% Major Medical paid

Section VI....Life Insurance Benefits

SECTION VI
1990 LIFE INSURANCE BENEFITS

<u>Police Agency</u>	<u>Death Benefits Before Retirement</u>	<u>Life Insurance</u>	<u>Cost To:</u>	<u>Employee</u>	<u>Employer</u>
Maryland State Police	The retirement system provides two methods of payment: <u>Ordinary Death Benefit</u> One through two years of service, not in the line of duty; member's contributions and an amount equal to one year's annual salary. (Under one year - accumulated contributions only.)	None	\$10,000 group term, employee may increase coverage to 1/2, 1 or 2 times salary at 39¢ per thousand	None	\$110.24 self 119.60 with spouse
Anne Arundel County Police Department	Officer's contributions to survivor, plus retirement benefits, if vested	\$10,000 policy available at additional cost.	\$110.24 self 119.60 with spouse		
Baltimore City Police Department	Service-related deaths: Surviving spouse, until death or remarriage, then children until marriage or 18th birthday, receive 100% of current salary plus benefits for non-service death. Non-Service Death: Police Officer-\$20,000; Sgt. & Lt. - \$23,500; Capt. & Above - 2X x salary; Maximum \$90,000. All members \$2,500 Death Relief Fund. \$5,000 if duty-related death.				

SECTION VI
1990 LIFE INSURANCE BENEFITS

<u>Police Agency</u>	<u>Death Benefits Before Retirement</u>	<u>Life Insurance</u>	<u>Employee</u>	<u>Cost To:</u> <u>Employer</u>
Baltimore County Police Department	Non-Service: contributions plus interest (lump sum); Service: retirement based on years of service	Basic - Double salary: optional \$10-\$20,000 available	3¢ per \$1,000	29.7¢ per \$1,000
Howard County Police Department	Non-Service: 20 years-normal retirement benefits; 1-19 years- annual salary plus contribution; Service: 66-2/3% of salary until remarried	\$15,000; additional available at .15/1,000 per month up to annual salary; supplemental insurance available up to three times salary - rate based on age	0	100%
Montgomery County Police Department	Non-service: double annual salary, 100% of all sick leave in one check; Service: eight times annual salary	Non-service: double annual salary Service: eight times annual salary	\$200/yr.	0%
Prince George's County Police Department	Non-Service: twice annual salary plus supplemental insurance up to \$300,000 Service: \$50,000 Acc. Death policy plus non-service benefits	Two times annual salary plus 50 x monthly salary up to \$300,000 for both	Not stated	
Washington, D.C. Metro. Police Department	\$50,000 Lump Sum	Various policies available	50%	50%
Delaware State Police	Service Related Death - 75% of salary; until remarried Ordinary Death - 50% of salary until remarried	\$100,000 group life policy not extended to spouse or children, or \$35,000 policy that may be extended to spouse & child	\$12/mo. \$7/mo.	0%
New Jersey State Police	Three and one-half times final compensation 50% of pension until remarried - paid medical for line of duty	3-1/2 X annual salary	0	100%
New York State Police	Non-Service: Three times salary rounded to next \$1,000; Service: Retirement and Workmen's compensation benefits - usually equal to salary	None - offered by bargaining unit	0	0

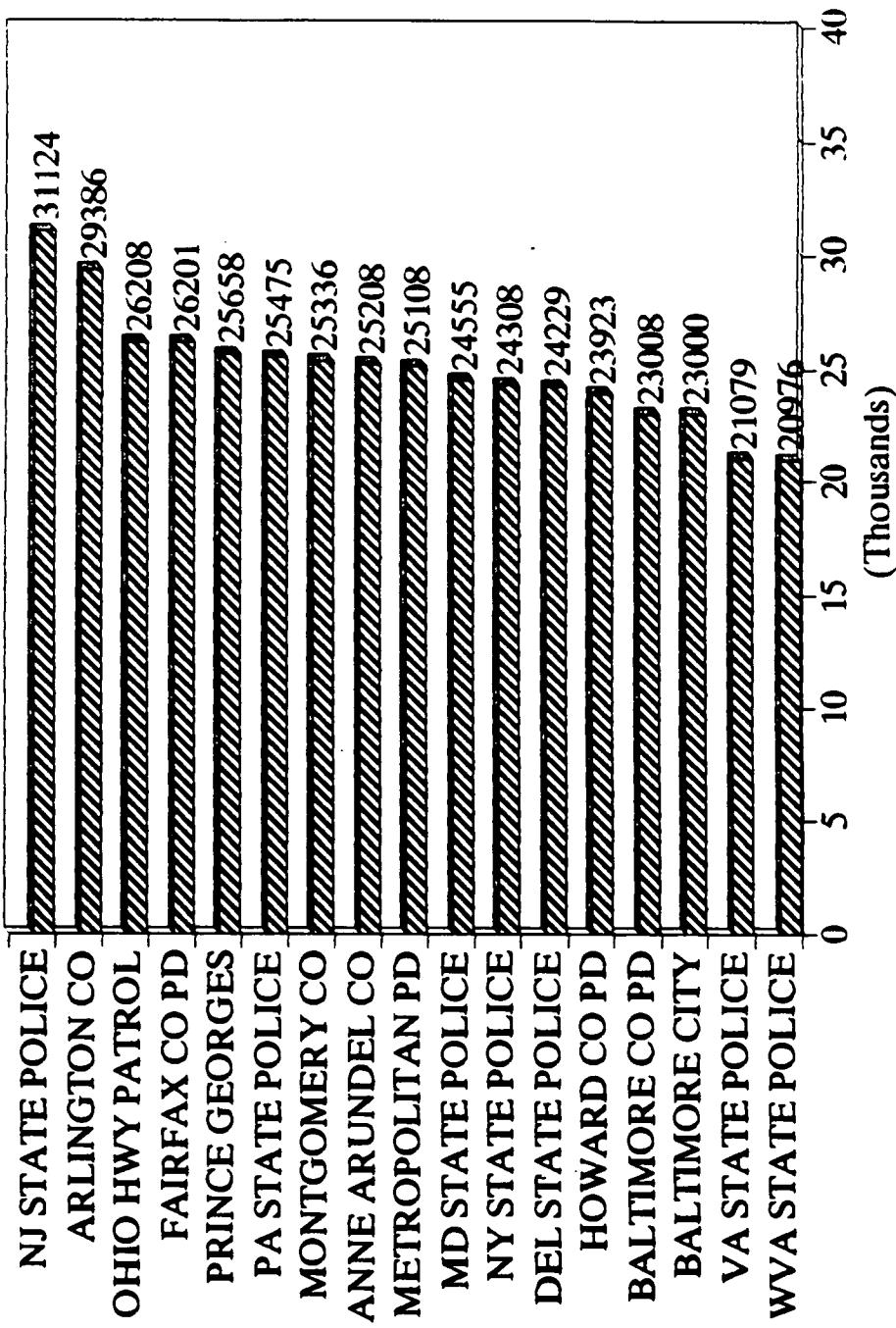
SECTION VI
1990 LIFE INSURANCE BENEFITS

<u>Police Agency</u>	<u>Death Benefits Before Retirement</u>	<u>Life Insurance</u>	<u>Employee</u>	<u>Employer</u>
Ohio State Highway Patrol	Duty-Related: receives annual salary; Non-Duty Related: \$600/mo. or 50% if eligible for retirement	\$1,000 above annual salary	0	.37%/\$1,000
Pennsylvania State Police	Duty Related: total value of retirement account; workmen's compensation; full medical benefits up to 3 yrs. spouse/5 yrs. children; \$25,000 state benefit plus life insurance; Non-Duty Related: total value of account; life insur.; payment of accrued leave; up to 50% death benefit.	Annual salary to a maximum of \$40,000	0	.024/\$1,000
Virginia State Police	Service Related: 1/2 average final compensation minus workmen's compensation and no social security, or 33-1/3 of average final compensation with social security. Normal death: retirement contributions plus interest or monthly benefit, 1/2 of retirement benefit accrued to date of death.	\$2,000 per \$1,000 of salary	0	100%
Arlington County Police Department	Benefits = 50% of normal retirement. Based on age & service at time of death; never less than 5%; applies in all cases regardless of manner of death.	Non-management employees - .31 per \$1,000; First \$10,000 Free. Management employees are covered by amount equal to salary to \$50,000 maximum	0	\$31/year
Fairfax County Police Department	Non-duty related - total contributions plus widow benefits of \$1,000 per month. Each dependent child receives \$400 until age 18 or 23. Duty-related: two-thirds of salary.	1.5 to 3 times annual salary.	19¢/\$1,000	17¢/\$1,000
West Virginia State Police	Non-Duty Related: Less than 20 yrs., 2.75% of 25 yrs. of projected earnings; 20+ yrs., 4.125% plus military earnings. Duty Related: 5.5% of 25 yrs. of projected earnings.	Optional state insurance policy \$5,000 to \$50,000; plus \$5,000 free policy Additional life insurance available at employee's expense	Varies	

Section VIII....Salary Comparison Graphics

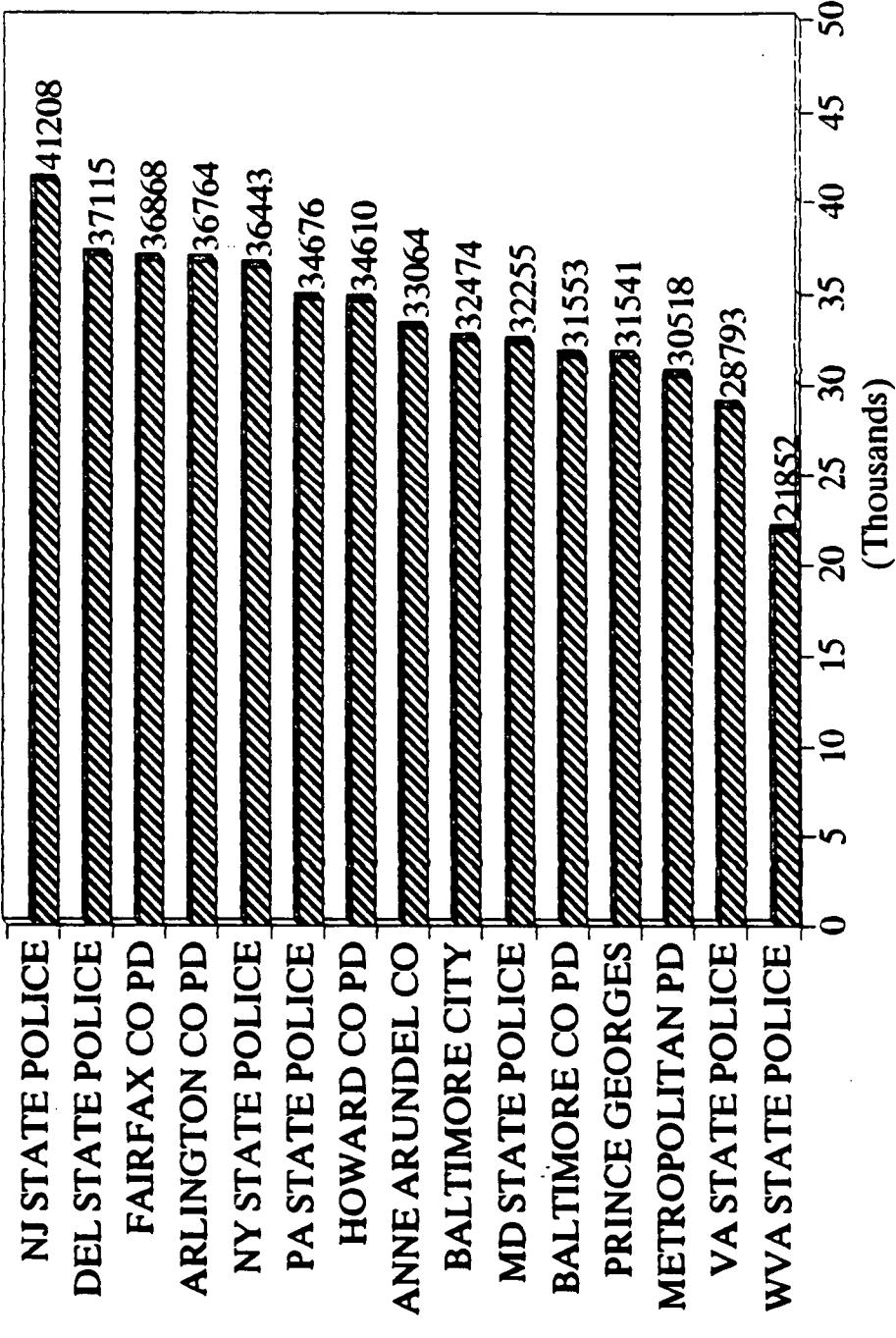
Trooper - Entry Level

(Includes Subsistence Allowance)

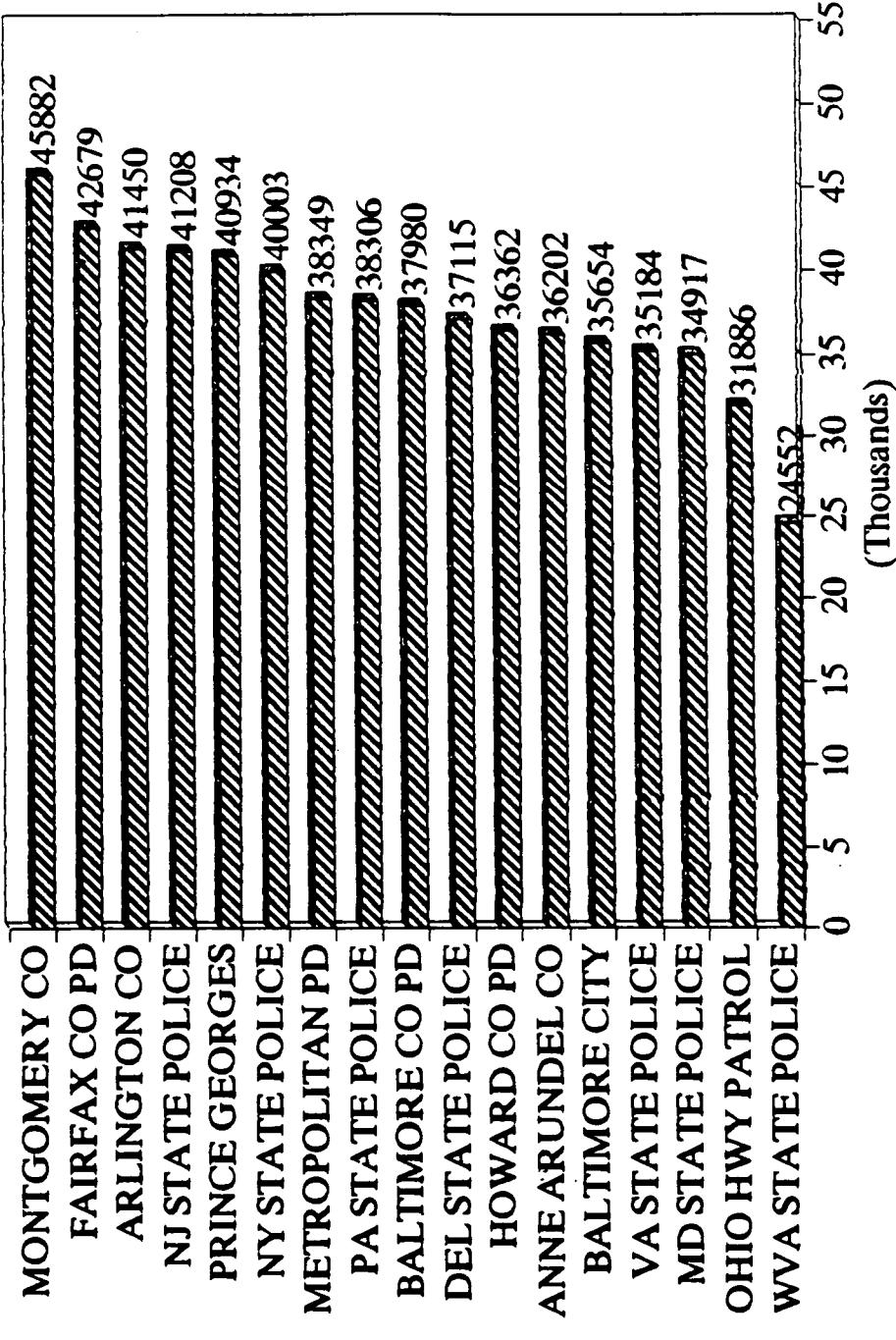


Trooper - After Six Years

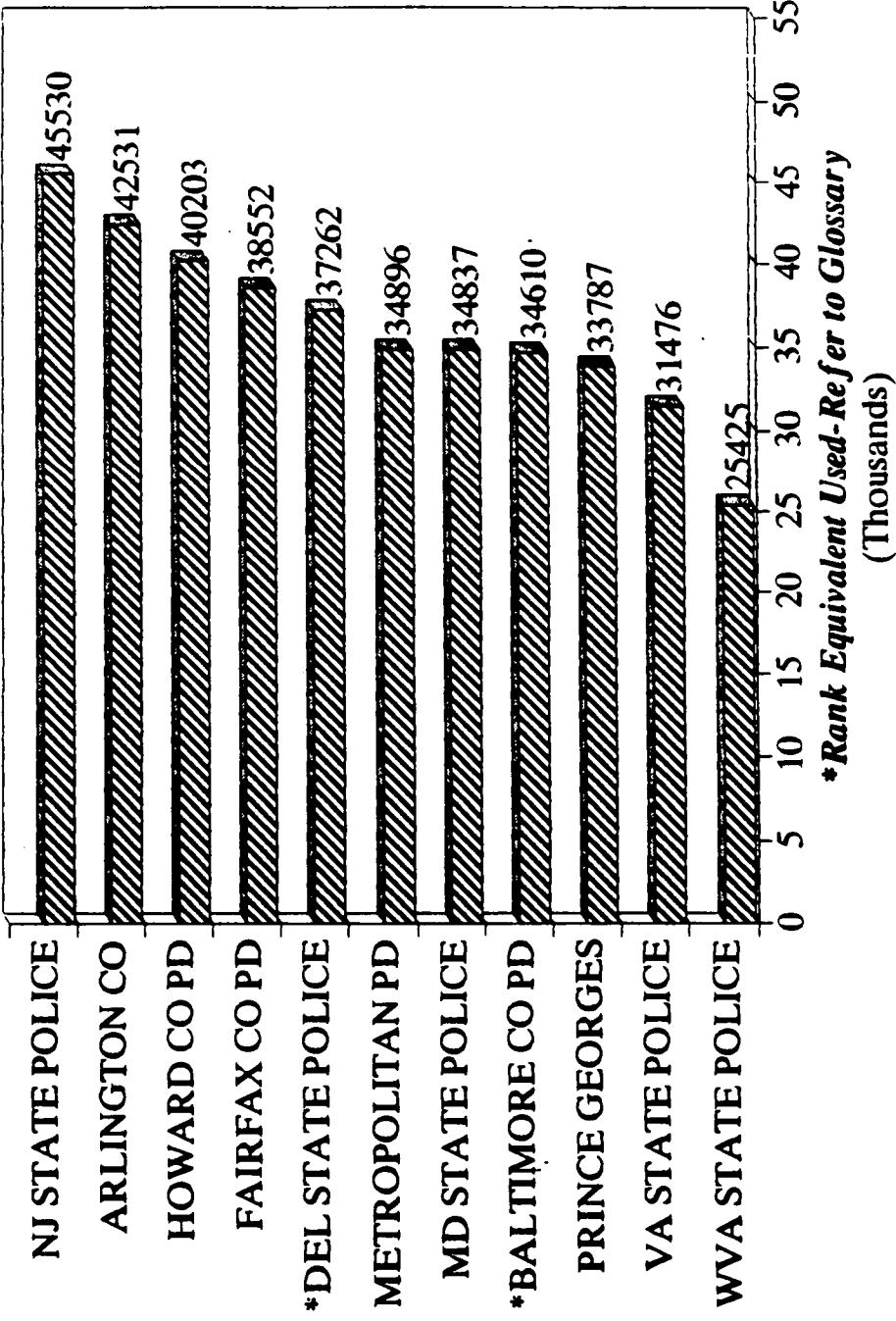
(Includes Subsistence Allowance)



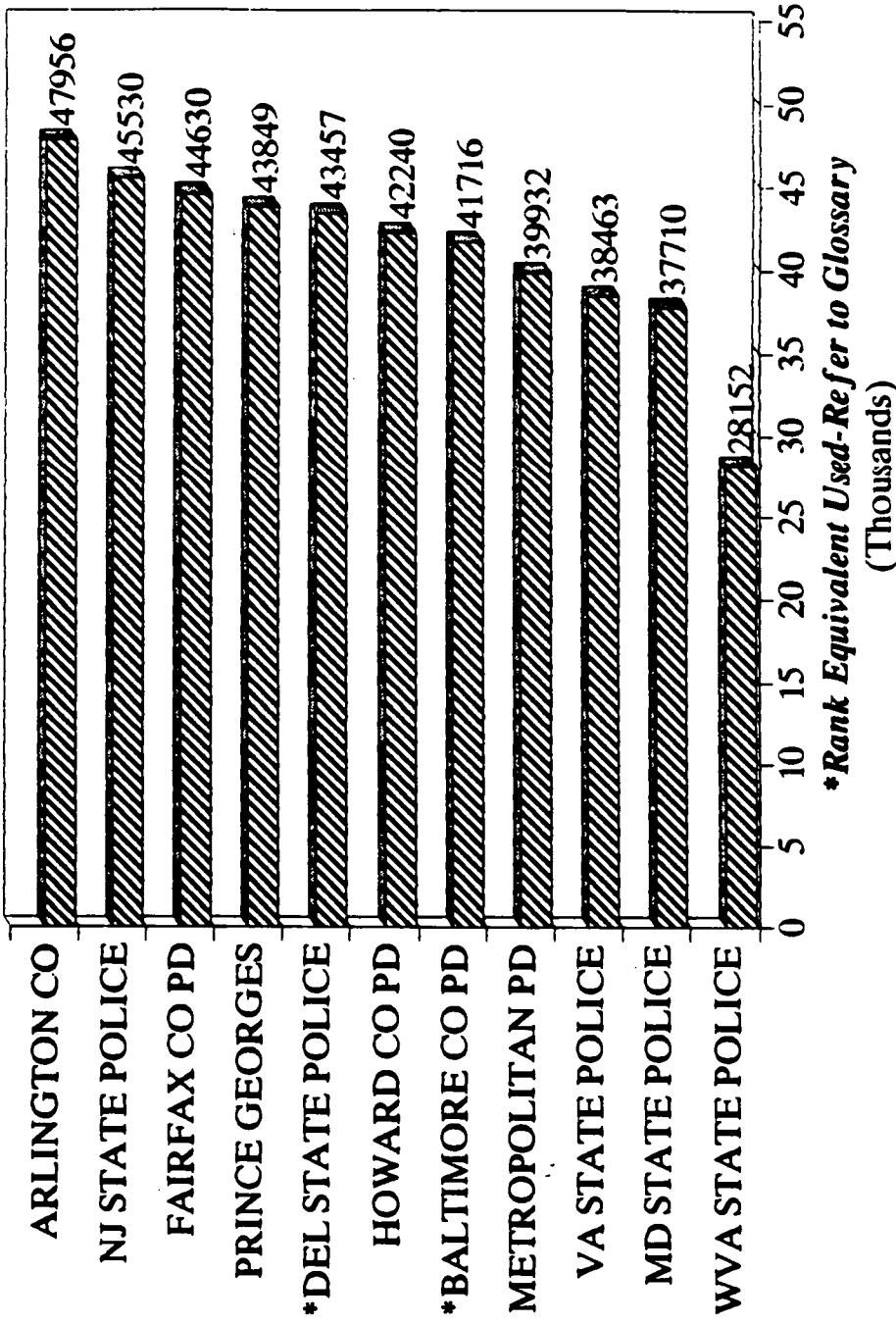
Trooper - Maximum With Longevity *(Includes Subsistence Allowance)*



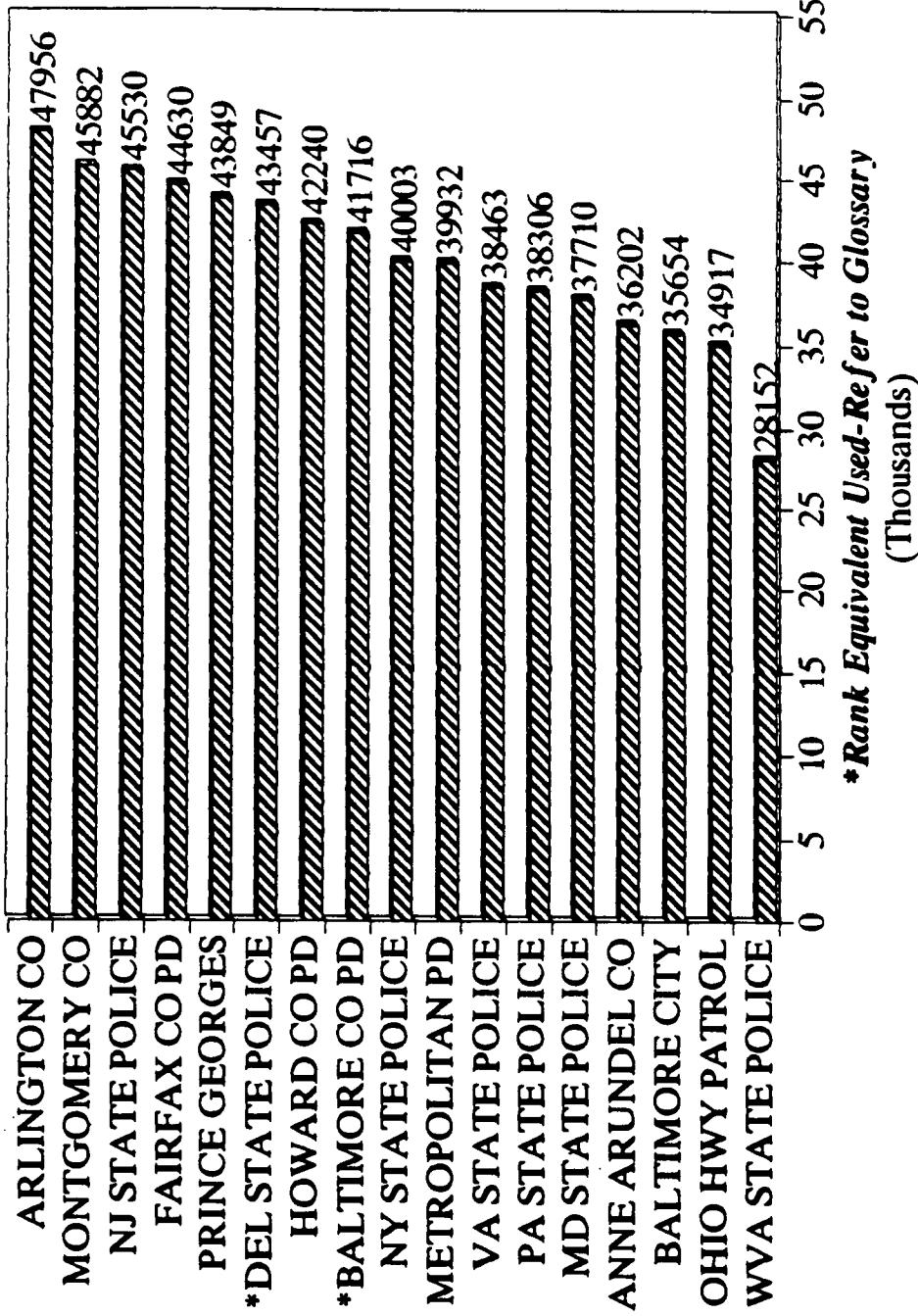
Trooper 1/C - Sixth Year Salary *(Includes Subsistence Allowance)*



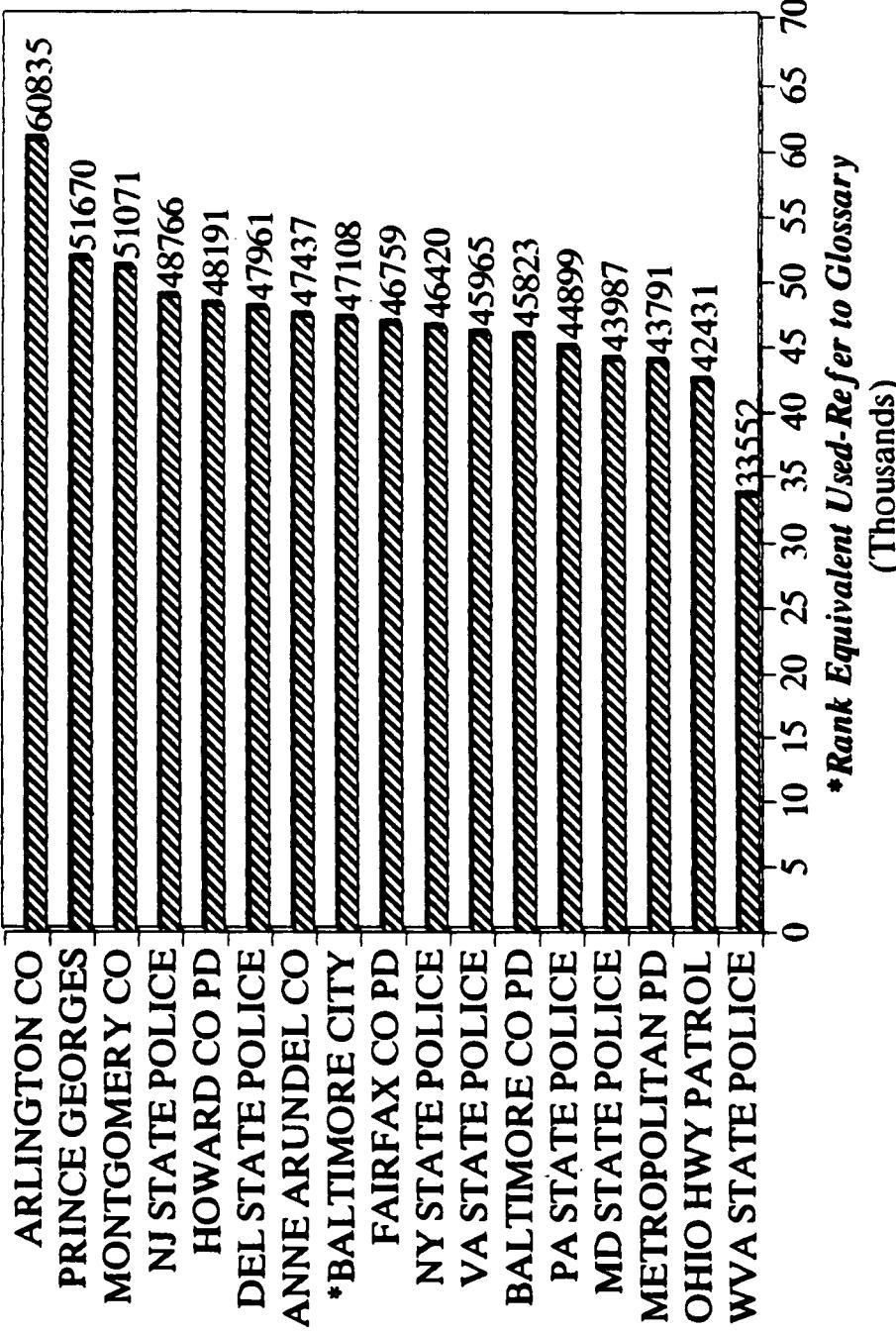
Trooper 1/C - Maximum With Longevity *(Includes Subsistence Allowance)*



TFC/Master PO - Maximum With Longevity *(Includes Subsistence Allowance)*



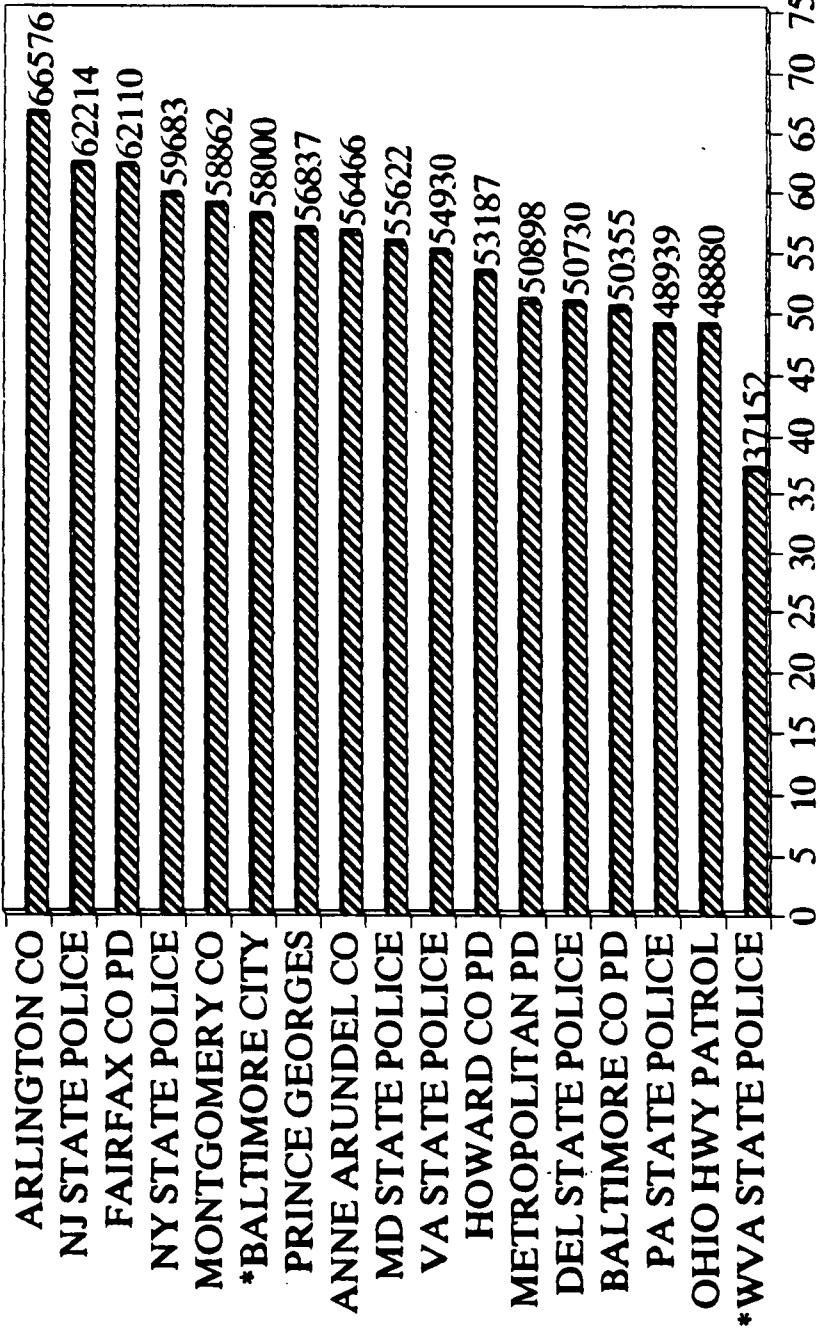
Sergeant - Maximum With Longevity *(Includes Subsistence Allowance)*



*Rank Equivalent Used-Refer to Glossary

(Thousands)

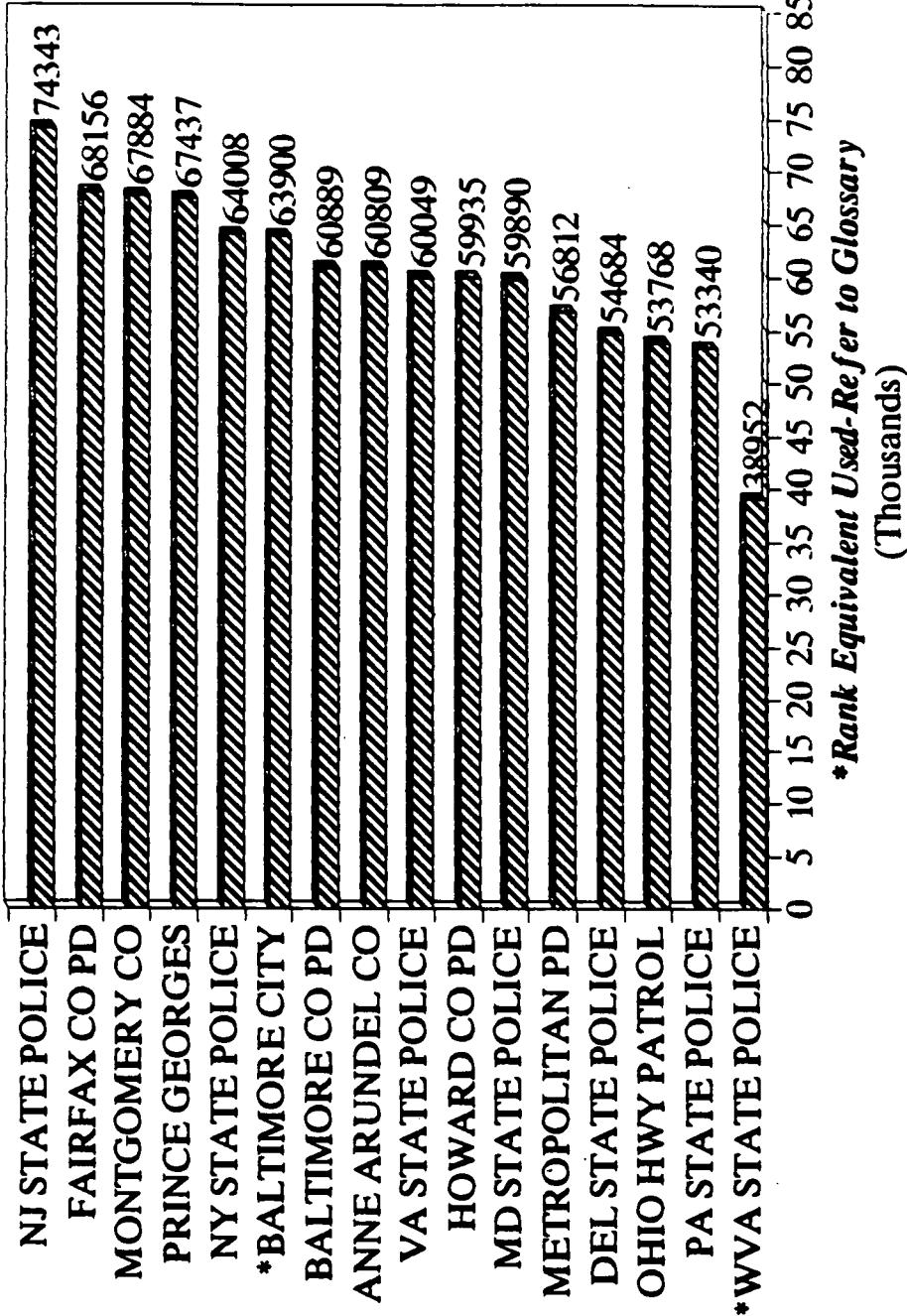
Lieutenant - Maximum With Longevity *(Includes Subsistence Allowance)*



**Rank Equivalent Used-Refer to Glossary*

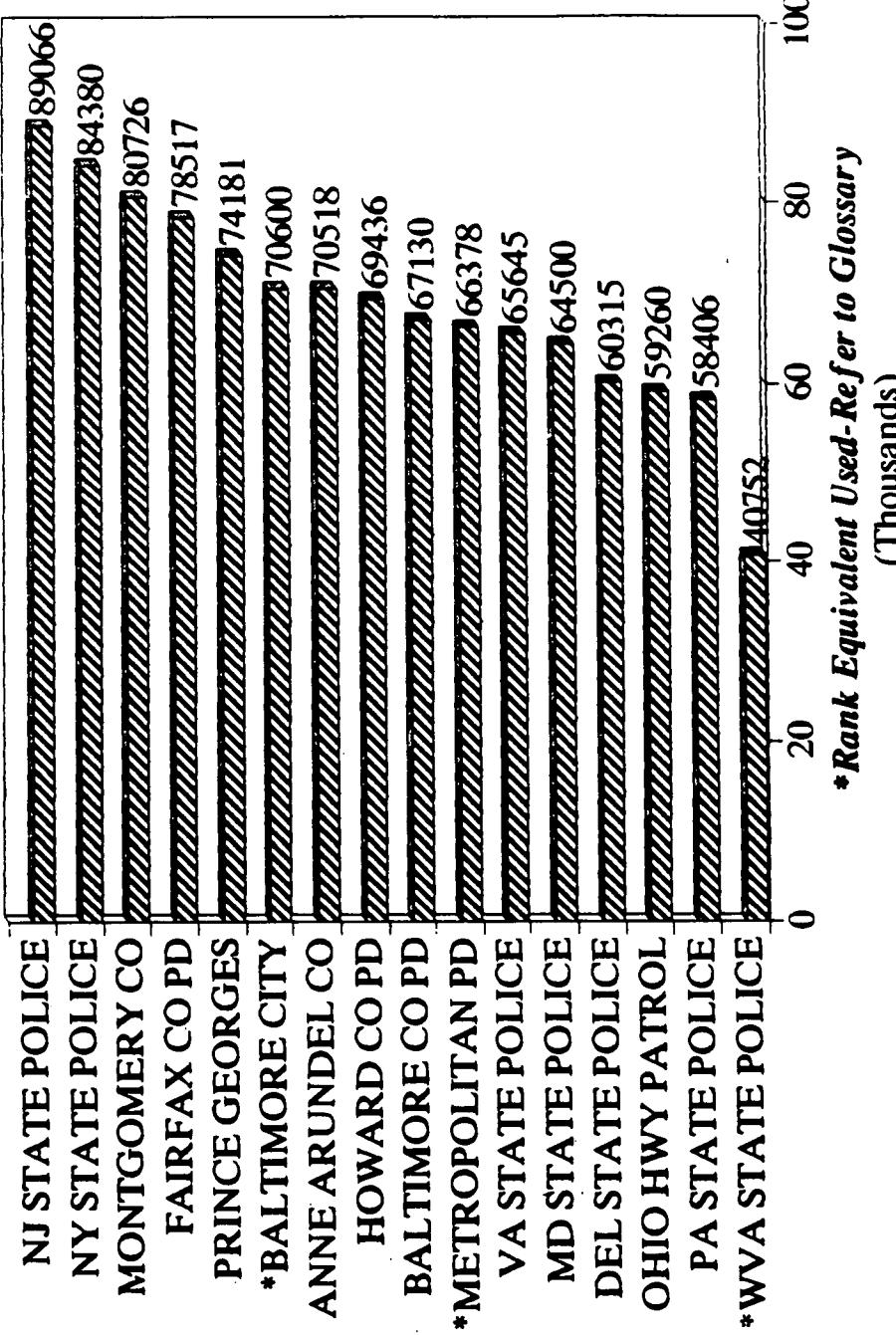
(Thousands)

Captain - Maximum With Longevity *(Includes Subsistence Allowance)*

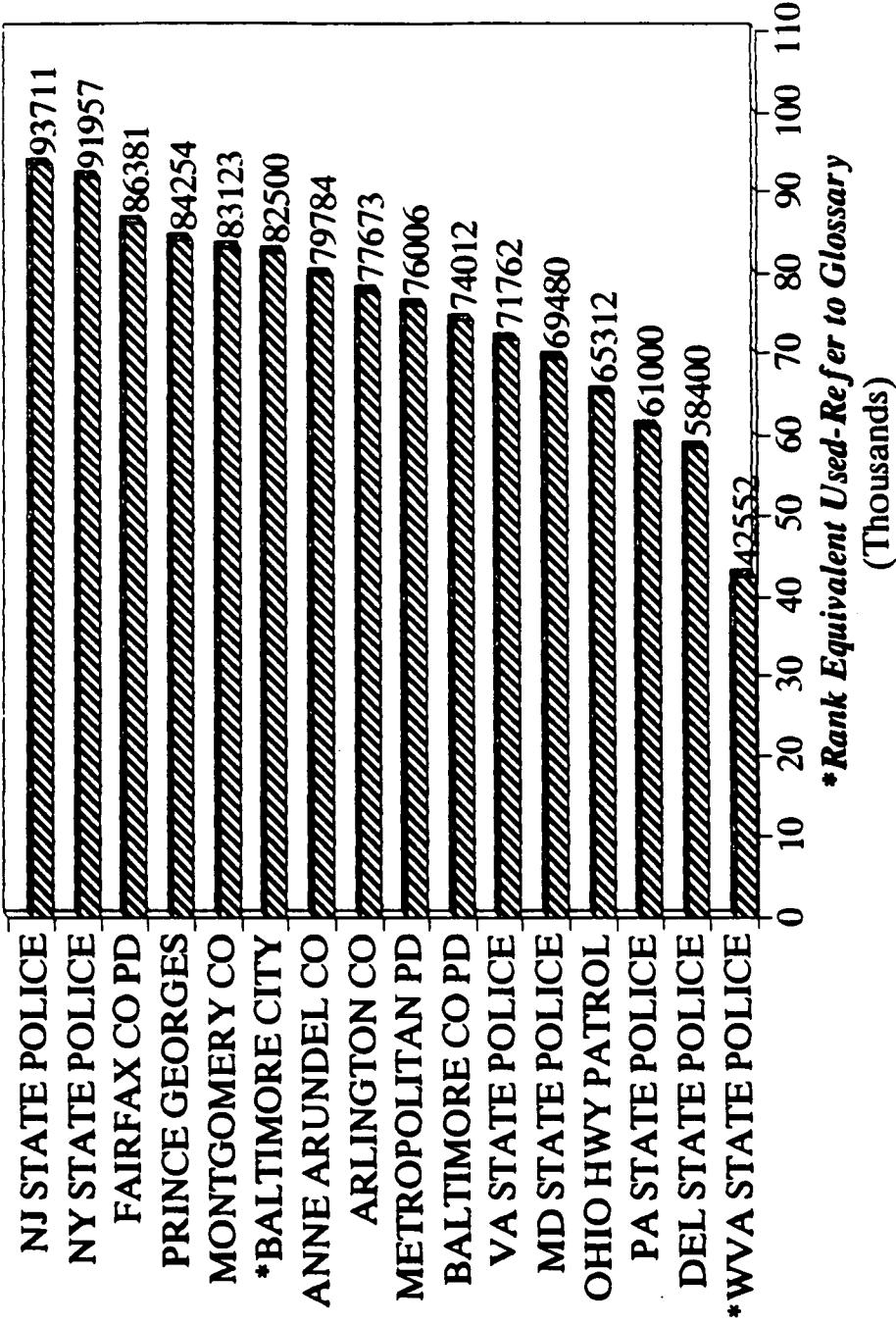


Major - Maximum With Longevity

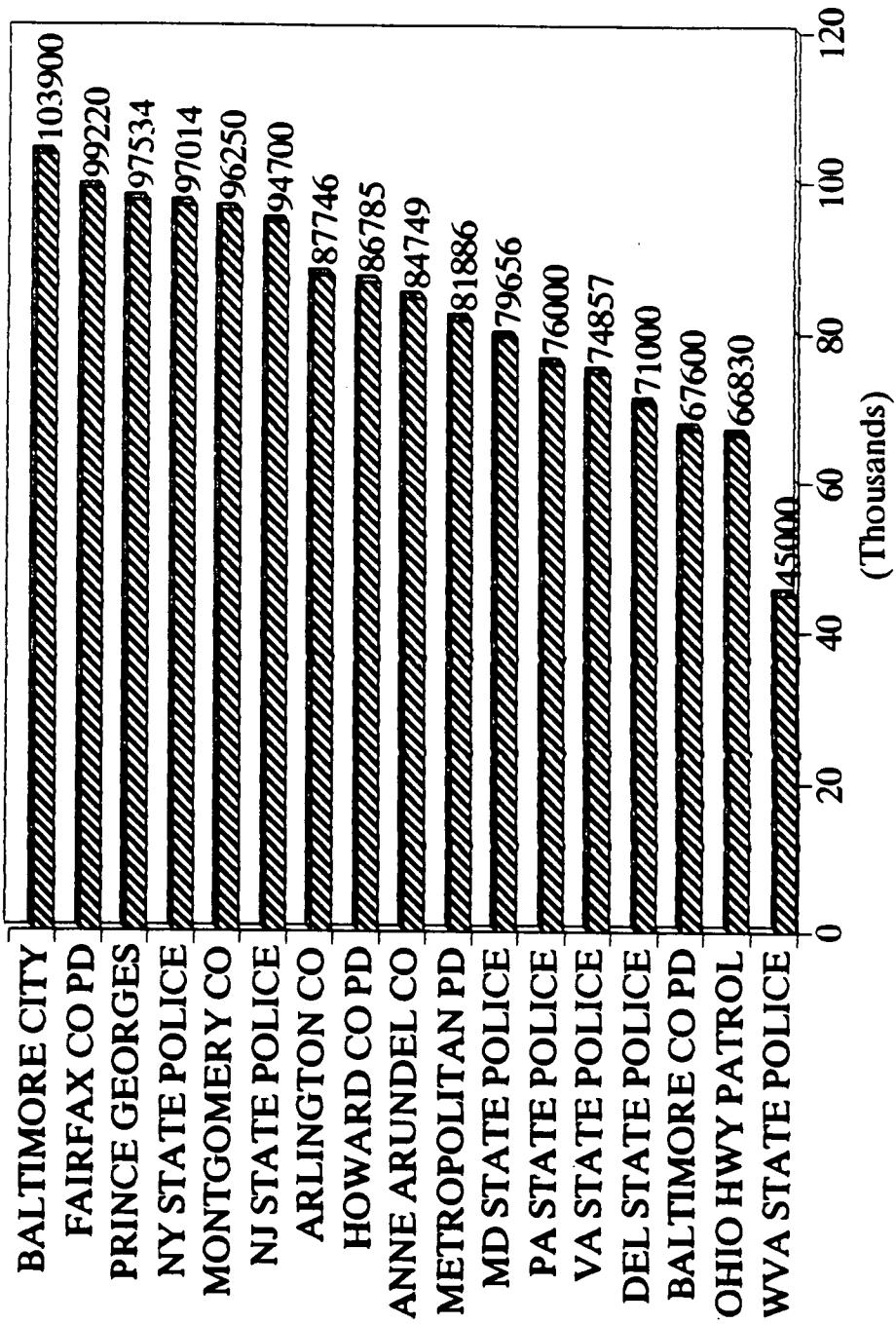
(Includes Subsistence Allowance)



Lt. Colonel - Maximum With Longevity *(Includes Subsistence Allowance)*

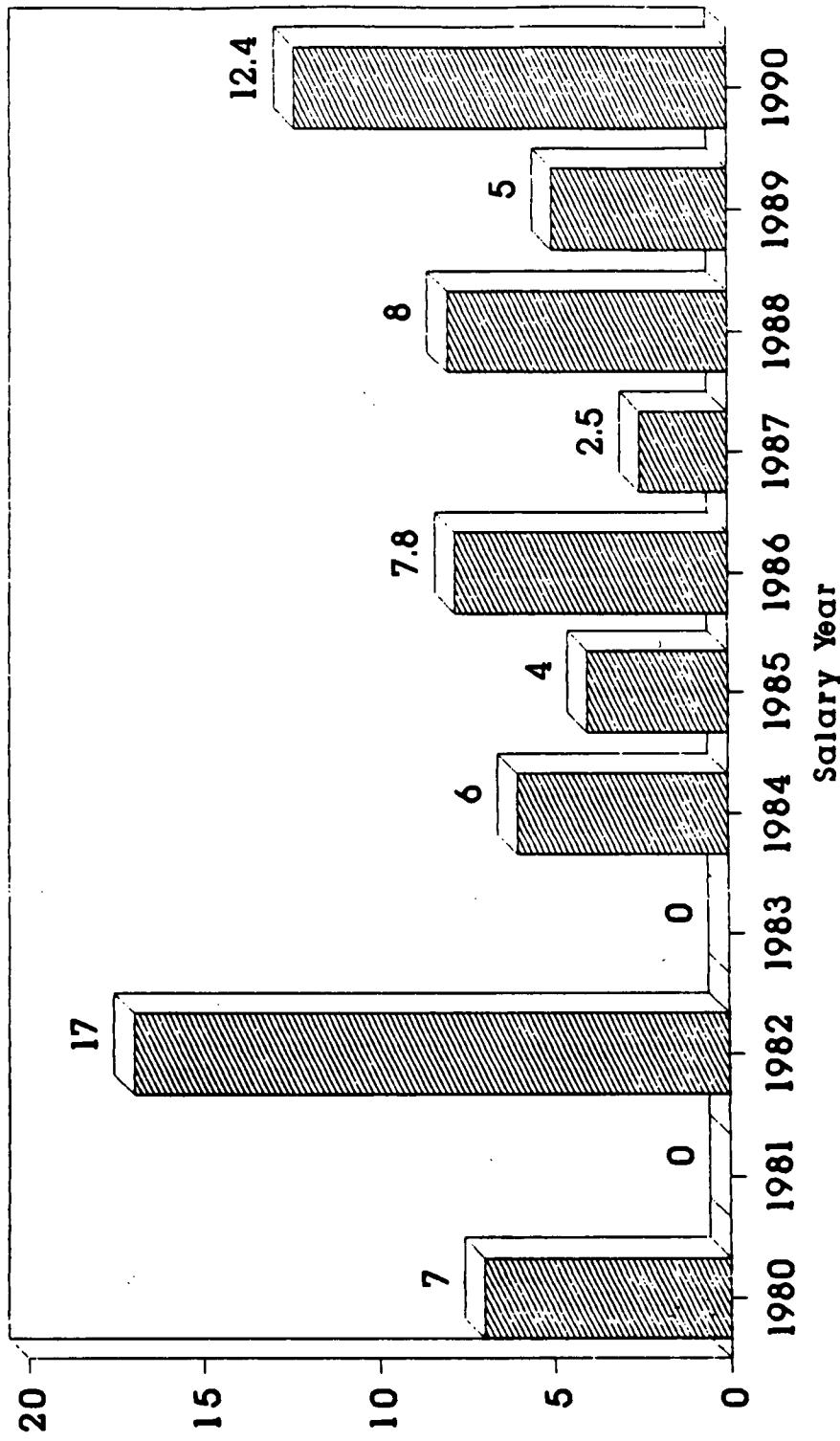


Colonel - Maximum With Longevity *(Includes Subsistence Allowance)*



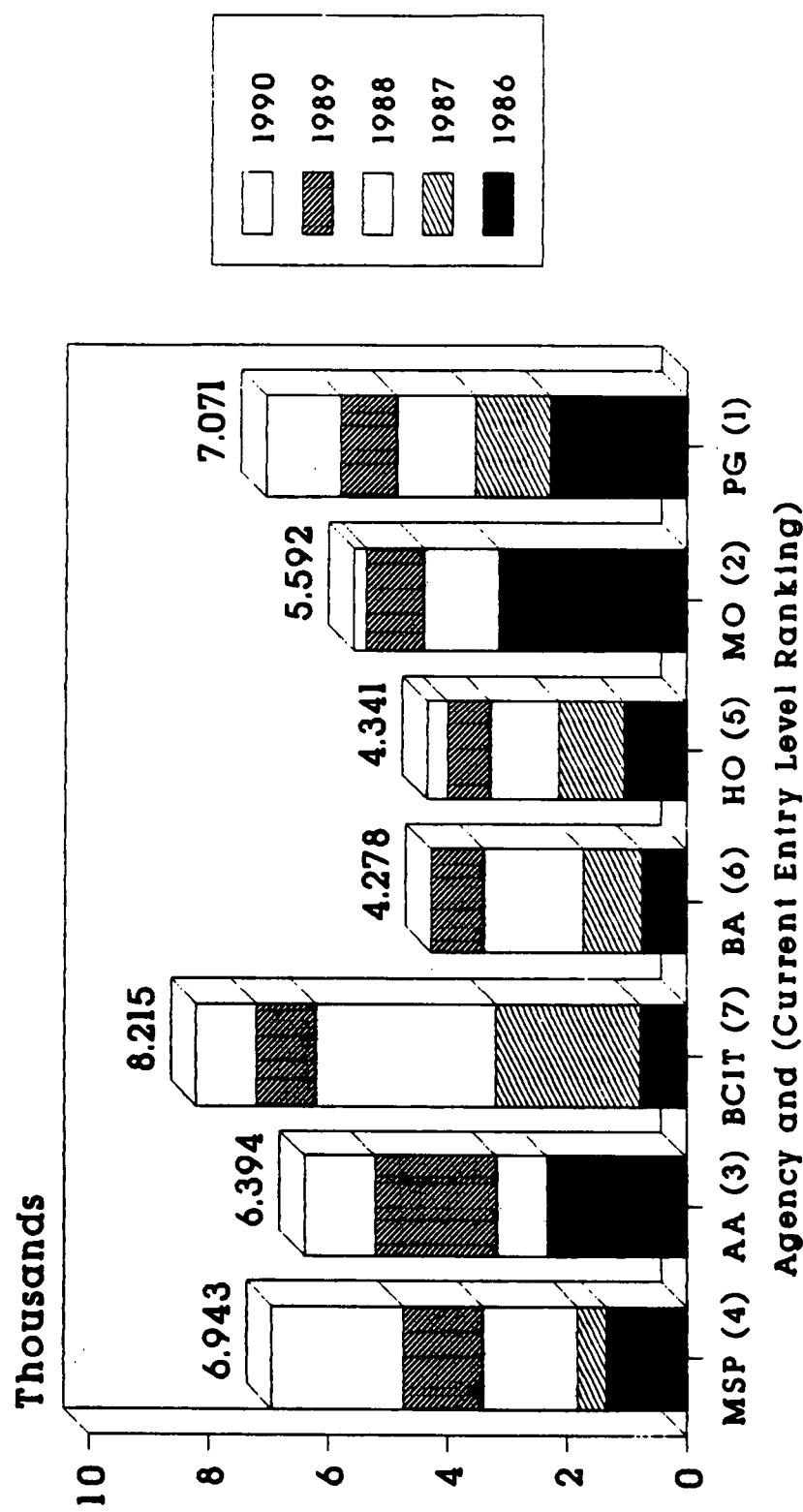
Cumulative Salary Increase History

Maryland State Police Salary Increases By Percentage From 1980 to 1990



Source: Maryland State Police
Planning and Research Division
Agency Salary Charts

Cumulative Salary Increase by Dollars Major Maryland Law Enforcement Agencies Entry Level From 1986-1990



Source: Maryland State Police
Planning and Research Division
Salary and Benefits Survey

GLOSSARY

Rank Equivalency

Where an asterisk (*) appears the following rank equivalents have been used:

<u>Trooper 1/C</u>	- Corporal
Baltimore Co PD	- Corporal
Delaware State Police	
<u>Sergeant</u>	- Lieutenant
Baltimore City	
<u>Lieutenant</u>	- Captain
Baltimore City	- Second Lieutenant
WVA State Police	
<u>Captain</u>	- Major
Baltimore City	- First Lieutenant
WVA State Police	
<u>Major</u>	- Colonel
Baltimore City	- Inspector
Metropolitan PD	- Captain
WVA State Police	
<u>Lt. Colonel</u>	- Deputy Commissioner
Baltimore City	- Major
WVA State Police	
Note:	The following subsistence allowances have been included on all salary graphs through the rank of Lt. Colonel where applicable:
NJ State Police	\$5,942
WVA State Police	1,560
Maryland State Police	500

